



Richard Friend, Ph.D.

Since the early 1980's Richard Friend has committed his life's work to building a world that works by helping individuals and organizations develop their leadership capacity and by giving voice to the power of inclusion. Richard partners with clients to develop leadership potential in order to transform workplaces and communities into places where people thrive and game changing results are achieved. He has worked in almost every sector throughout the United States, Canada and Central America, including education, health care, engineering, utilities, manufacturing, technology, communications, professional services, government and not for profit.

As a member of the faculty of the University of Pennsylvania's Graduate School of Education for nearly fifteen years, Dr. Friend conducted research on educational leadership and consulted with organizations on how the power of inclusion can be harnessed to create innovation and to reach shared goals. Richard currently serves on the faculty for Carnegie Mellon University's Heinz College Chief Information Officer's Institute. Through Carnegie Mellon's Executive Education and SES Programs as well as the U.S. Office of Personnel Management, he has worked with military and civilian employees at Wright Patterson Air Force Base for more than fifteen years and has taught staff from governmental agencies such as NASA, Environmental Protection Agency, FEMA, Secret Service, FBI, CIA, Social Security Administration and the Departments of Agriculture, Defense, Homeland Security, Housing and Urban Development, Interior, Justice, Transportation and Treasury.

Richard is also the co-founder, co-host and co-producer of *Diversity Matters*® an on-line talk radio show (www.diversitymatters.info) which provides cutting-edge ideas, resources and tools that enable people and organizations to leverage diversity and inclusion for high performance. He has authored many articles and chapters as well as co-authored the 7-tape video series *Diversity Dilemmas...*© and the groundbreaking *School Diversity Inventory*.

His major clients include the American Bar Association, Brigham & Women's Hospital, Council of State Governments, Department of Justice, Duke University, Ernst & Young, Nortel Networks, Pfizer, Inc., PPG Industries, PricewaterhouseCoopers, Shell Oil Company, United Technologies, the University of Michigan, University of Chicago Hospitals, U.S. Office of Personnel Management, Westinghouse Electric and Wright Patterson Air Force Base.

Richard Friend is guided by the following principles for living and working:

- Modeling integrity in his life and his life's work
- Building organizations where people are valued for who they are, not in spite of it
- Creating a world that works where people recognize, celebrate and utilize our similarities, differences and interdependence.