



Richard Massimilian, MBA

Managing Partner

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A trusted advisor to senior executives for more than twenty-five years, Dick Massimilian works with business leaders committed to extraordinary performance. An expert in change management, organizational architecture and leadership development, Dick consults top management on sensitive issues related to team and organizational effectiveness. He is also executive coach to leaders of Fortune 100 corporations in the United States and Europe.

Dick received his Bachelor of Arts in Political Science from Yale University, and his MBA in Finance from The Wharton School of the University of Pennsylvania. He is a former Wharton Public Policy Fellow, and serves as President of the Yale Club of Dallas and as a member of the Yale Alumni Schools Committee. Dick has published numerous articles in scholarly journals and delivered educational and training programs throughout United States, Europe and the Middle East to more than 10,000 people.

During his partnership at Mercer Delta, Dick oversaw large-scale change initiatives in the telecommunications, banking and retail industries in the US and Europe. Dick also co-founded a fitness facility in Bronxville, New York, and a housekeeping business in Dallas, Texas giving him the added perspective of a small business owner and operator in his consulting practice.

Dick has in-depth experience in the oil and gas, pharmaceutical and financial services industries. His clients have included Microsoft, Johnson & Johnson, Xerox, Corning, Lucent, GKN, Victoria's Secret Stores, JP Morgan Chase, HSBC, Merrill Lynch, UniCredit Banca, Arco, ConocoPhillips, Reebok, Hewlett Packard and Bristol Myers Squibb.

Practice Areas

Strategy Implementation and Organizational Change

Alignment of key players, communication to constituents and translation of the strategic blueprint into critical priorities for all concerned.

Senior Leadership Assessment and Development

Molding a team of champions into a championship team.

High-impact Executive Coaching

To achieve the organization's strategic intent and help leaders realize their full potential.

Creating a High Performance Coaching Culture

Building a sustainable coaching culture to strengthen development, engagement, and business performance.

Building Leaders as Coaches

Our program to create master coaches.

Testimonials

Keith Smith, First Vice President, Client Services, Fiserv

“With Dick's coaching, mentoring, advice and guidance, I successfully made the transition from manager to leader. Dick is an experienced professional with a personable style and affable approach.... During our conversations and one-on-one coaching sessions, Dick was quickly able to identify, quantify, demonstrate and explain my individual strengths and weaknesses... the very things that made me successful in my current role and the things that may plateau my career. He helped me develop strategies and modify behavior to leverage my strengths, then minimize and overcome weaknesses.”

Ivan Tornos, Vice President & General Manager Latin America, Covidien

“Dick has been a major influence in my career. His advice has been invaluable. He has an unusual combination of expertise. His business acumen has given me added perspective on key business drivers and helped me to better focus on them. He also has great instincts about people and organizations. Through working with Dick, I am better able to understand how to be successful in a large, complex organization. As a result, I have increased my leadership impact. Dick is always accessible and available. I am able to reach him regardless of time zone or where I happen to be. I can call him when something happens I want to discuss and receive good advice and insight. He is very direct but also easy to talk to. He is not afraid to challenge and is always honest. He focuses on my strengths and how to leverage them, as well as on where I need to improve. He is genuinely interested in my success.”