

Patrick Ogburn, SPHR

ThirdRiver Partners, LLC



Executive Consultant

Organizational Change

Executive Coaching

***Strategic Talent
Management***

Strategic Facilitation

For more than 18 years, Patrick Ogburn has provided meaningful solutions, both as an external consultant and internal executive, to a wide variety of organizations. His calm, straightforward, and personable style allows him to establish trust quickly among diverse groups, while his skills and experience help build collaborative partnerships to solve the challenges his clients are facing.

Patrick's experience extends to the nonprofit, aerospace, chemical, government, military, manufacturing, and pharmaceutical sectors. He conducts organizational assessments and works alongside teams to effect meaningful changes. In addition, he has experience developing competency models; designing leadership programs on a local, national, and international scale; facilitating leadership teams; operating assessment centers; and working with numerous leaders to improve outcomes and focus their career development.

While an Organizational Change Specialist for a global enterprise with core competencies in the fields of healthcare, nutrition, and innovative materials, Patrick supported a major SAP change initiative, applying organizational behavior and change leadership methodologies to ensure success of reengineering efforts. He also developed change management plans and training programs/methodologies, advised internal change agents and managers of groups affected by changes, and conducted a process analysis and redesign.

As head of Organizational Development for a \$1.4 B U.S. subsidiary of a global company specializing in the manufacturing of high-quality chemical, synthetic rubber, and plastic products, Patrick provided leadership for management development, employee development, organizational development, and succession management.

While running the Human Resources/HES functions at a manufacturing facility for one of the world's largest producers of polymers and high-performance plastics, Patrick led a reorganization effort, redesigned a skill-based certification compensation structure and training system for manufacturing employees, developed competency profiles and redesigned a hiring process for exempt-level professionals and non-exempt manufacturing employees, and championed the facility in a comprehensive safety-based change initiative.

Patrick earned his B.S. in Physics at the United States Air Force Academy, was certified as a Pilot in the U.S. Air Force, and has participated in professional development programs in leadership, project management, team dynamics, applied behavioral analysis, performance improvement, negotiation, and human resource management. He is certified in the Center for Creative Leadership Benchmarks® 360, Management Research Group Leadership Effectiveness Analysis, and Tilt360 LP, and is a Certified Tilt Coach (CTC) and Senior Professional in Human Resources (SPHR).

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Leadership. Strategy. Success.