



McKnight • Kaney Strategy Execution

Richard McKnight, PhD

Richard McKnight supports individuals and organizations as they make accelerated strategic change. For 30 years, Rick has worked with clients providing a variety of services in support of strategy execution. Those services include strategic planning, top team alignment, strategic visioning, and organization design. Rick is also an experienced executive coach.

Dr. McKnight's work focuses on realigning internal functioning with the demands of the external marketplace. He is skilled in enabling a senior management team to quickly enable large numbers of employees to understand and embrace a company's new strategy, align work unit effort with the strategy, and foster cross-divisional collaboration.

Rick speaks and publishes on the topics of strategy implementation, leadership, and organizational change. He is the author of *Victim, Survivor, or Navigator? Choosing a Response to Workplace Change* and *Leading Strategy Execution*, with Tom Kaney and Shannon Breuer. His writing has appeared in journals including *Supply Chain Management*, *Human Resource Management*, and *The OD Practitioner*.

Background

Post-doctorate, Rick was employed as a Senior Organizational Consultant for Sunoco, was then self-employed for 20 years as a consultant to senior leaders in various Fortune 500 businesses including Sunoco. He was VP, Organizational Consulting at Right Management for five years prior to founding McKnight • Kaney (www.mcknightkaney.com). Rick is an accomplished digital imagery artist (www.richardmcknight.com), a writer, and publisher (www.truenorthpress.com).

Education

Rick holds a Doctorate in Organizational Psychology from Temple University and a Master's Degree in Social Work from the University of Washington. He also holds a BS in Industrial Design from Montana State University.

Latest Thinking

When all organization design elements are in place and carefully aligned with the strategy—structure and roles, business and people processes, leadership, and employee engagement—an organization will create a set of customer experiences that, in turn, lead to desired financial results. It's a matter of turning intangible human systems into hard financial results. Driving all of this must be an aligned senior team.

In the most successful companies, the top team not only creates the organization's business strategy but also collaboratively executes on that plan. This means building or maintaining the organizational capabilities called for by the strategy.



Rick writes a
monthly column
for the

PHILADELPHIA
**BUSINESS
JOURNAL**

610-742-6388

Rmcknight@McKnightKaney.com