



David D. Hatch

Latest Thinking

“The leaders in the 21st century will be those companies that pioneer new ways to grow leaders that grow the business.”

Background

Prior to working with The RBL Group, David was Senior Vice President, Executive Development and Learning with Thomson Corporation where he was responsible for e-learning, performance and talent management systems, and the leadership development of Thomson's top 600 executives world-wide. In his first year at Thomson he implemented global systems in Talent Management and Performance Management for Thomson's 45,000 employees that have been profiled in best practices conferences throughout the United States.

David was previously Vice President of Organization, Executive Development, and Learning for IBM worldwide where he worked with Chairman Lou Gerstner to build and reshape IBM's worldwide executive resource (talent management) systems to drive performance and to upgrade IBM's leadership base. Prior to joining IBM, Dr. Hatch was with PepsiCo for over 11 years during its greatest period of growth, serving for 6 years as the leader of PepsiCo's Organization and Management Development group worldwide.

David has a Ph.D. in Social Psychology, a Master of Organizational Behavior degree, and a Bachelor of Science degree in Psychology, all from Brigham Young University where many of his professors were leading experts in the field of organizational design and development.

Areas of Expertise

David is a Consulting Partner with The RBL Group and co-founder and Managing Director of Center for Leadership Solutions LLC, a leadership development and human resource planning consulting firm specializing in designing and implementing experience-based development, and Talent Management systems. He has been a leader and innovator in the research and application of tools and frameworks for integrated Human Resource systems and career and leadership development solutions to meet the needs of growing companies.

Dr. Hatch is a well-known speaker, lecturer, and faculty member on leadership development and Human Resource development topics and is familiar with leadership development requirements and challenges of developing leaders across the world. He resided in South America for two years and is fluent in Spanish.

Honors

- Initiatives at IBM and PepsiCo have been reported in *Harvard Business Review*, the Corporate Leadership Council's best practice report, *Fortune*, and *Training and Development* magazine

Contact

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