

Richard Helgans
Senior Consultant, Learning and Organizational Development

Rich has been a Learning and Organizational Development Consultant since November 1997. In this role Rich project manages the development of UNC Health Care's Corporate University, provides leadership consultation and coaching, and is the lead instructor for several leadership courses. He also serves on the Triangle Organizational Development Network's (TODN) Programming Committee. For four years prior to this position, he was the Employee Wellness Coordinator for the UNC Health Care System. He earned a Master's Degree in Education and a Certificate of Advanced Study in Counseling & Student Development from the State University of New York at Albany in 1983 and a Master's Degree in Exercise Physiology from the University of North Carolina at Chapel Hill in 1991. He is certified to teach *Targeted Selection*, *Crucial Conversations*, and *Becoming the Totally Responsible Person*; qualified to administer the *Myers Briggs Type Indicator (MBTI)*; and certified to administer the *PROFILOR 360 Degree Feedback Indicator*. He is in the process of becoming an Associate Certified Coach by the *International Coach Federation (ICF)*.