



# RANDY PENNINGTON

Change Culture Results

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Randy Pennington helps leaders deliver positive results in a world of endless uncertainty and change. Randy's original insights are grounded in a unique blend of solid research and continuing hands-on work with leaders and organizations in a variety of industries. Whether you need a keynote presentation, facilitation, a strategic workshop, or in-depth consulting and advisory support, Randy's ability to develop solutions that work in your world provide a catalyst for delivering results.

Randy is author of the award-winning books *Results Rule!* and *Make Change Work*. His insights have appeared in *Fast Company*, *Entrepreneur*, the *New York Times* in numerous newspapers and many professional/trade association journals, and as a contributor to the *Huffington Post*. His expertise has made him a respected guest commentator with appearances on CNN, PBS, Fox News, the ABC Radio Network.

His background is a unique blend of line, staff, and consulting experience ranging from hourly employee to senior management. He holds a Bachelors and Masters Degree in Psychology and has completed Postgraduate work in Organization Administration and Management.

#### Along the way, Randy has been...

- Senior executive in a start-up mental health facility
- HR professional in a 25,000 employee government agency
- CFO of a multi-million dollar professional services firm
- Chairman of the Board for a \$17 million dollar non-profit
- Chairman of the Board for a multi-million dollar foundation
- Entrepreneur
- Adjunct professor in Southern Methodist University's Edwin L. Cox Business Leadership Center's programming for Cox MBA students since 1991, earning 21 Teaching Excellence Awards
- Inducted into the National Speaker's Association Speaker Hall of Fame and is a receipt of their prestigious Cavett Award

**Randy Pennington is a dynamic and innovative keynote speaker who can deliver a powerful vision of the future for your customers, your company and your industry.**