

Rick C. Smith & Associates

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With over 30 years in Senior Human Resources leadership, Rick has an extremely broad based capability to effectively meld all the critical organizational components together to improve an organization's overall teamwork and performance.

Broadly experienced in International as well as domestic Human Resources, he is experienced in leading cross cultural teams and training organizational leadership in matrix management and in developing effective cross cultural communications.

From developing screening and staffing programs for all levels of talent, to developing talent through long term learning cultures, to coaching, and to developing and executing change management processes, he has a keen sense and capability to effectively partner with organizational leadership to assist them to maximize and fully utilize the human capital of their organization.

Rick was part of a small start-up team for Texas Instruments first new facility in Austin, Texas. As Human Resources Director for them, the company ultimately grew to become a fully integrated manufacturing organization of over 4,000 employees. He next moved to Motorola and again became part of the start-up team for the Austin, Texas operations. As Vice President of Human Resources for this widely integrated world-wide organization comprised of development to manufacturing and distribution, the operations ultimately grew to become a multi-site organization of over 8,000 employees.

Subsequent assignments included Regional Vice President of Human Resources for Japan and Managing Director of the Nippon Motorola Board in Japan, Regional Vice President and Semiconductor Sector Director of Human Resources for the Americas, Chairman of Corporate Worldwide Labor Council for the Motorola Corporation, and Semiconductor Sector Vice President and Director of Worldwide Human Resources Strategic Programs.

Rick is a Distinguished Military Graduate of Texas A&M University and a Viet Nam veteran. He is currently active in strategic Human Resources consulting with numerous organizations and businesses, public and private, and leads an active Executive and Professional search practice.