



## RICK CLIFTON

Director  
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[VCARD](#) | [LINKEDIN](#)

Rick is a strategic Human Capital Leader with over 25 years of experience collaborating with C-suite and senior executive leadership to align innovative HR strategies with complex business objectives. He has built world-class People teams across industries such as BioPharma, Technology, Utilities, Automotive, Real Estate, and Consumer Goods, leveraging expertise in HR transformation, state and federal compliance, analytics, and continuous improvement methodologies like Six Sigma and Agile. Rick has led initiatives that enhanced employee engagement, talent management, and organizational effectiveness while optimizing HR operations through automation and data-driven strategies. He excels in M&A integration, workforce strategy for union and non-union environments, and shared services/COE delivery models, consistently driving measurable business outcomes.

Rick's passion for empowering organizations extends to designing and implementing frameworks like Workday HCM for performance management and Career Architecture models for talent development. He is skilled in coaching and team development, utilizing tools like Myers-Briggs, DISC, and Predictive Index to foster high-performing, agile teams. Recognized with the Global HR Excellence Award and the HR Impact Award, Rick is a trusted partner who demonstrates ethical leadership, adaptability, and a bias for action. His work seamlessly integrates OKRs, HR Scorecards, and strategic plans, unlocking business potential and creating resilient, high-performing cultures in dynamic environments.

### FUNCTION & SPECIALIZATION

- Organizational Effectiveness
- M&A
- State, federal, & international compliance
- Career architecture
- Performance management
- Succession planning

### REPRESENTATIVE CLIENTS & PAST EXPERIENCES

- Forsythe, Inc.
- Blue Ridge Behavioral Healthcare
- International Paper
- Owens Corning
- Parker Hannifin
- Entergy
- CBRE
- Torc Robotics

### EDUCATION, LICENSES & CERTIFICATIONS

- B.S. in Management with an emphasis on Human Resources, Arkansas State University
- SHRBP, Strategic HR Business Partner
- LRP, Labor Relations Professional
- Lean Six Sigma Yellow Belt
- Gallup Strengths Based Coach