

Christopher L. Riddick, Ed.D.

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CULTURE AND CHANGE STRATEGIST

Trusted advisor, leader, and manager with significant experience developing and implementing people focused strategies and solutions to help organizations achieve their business goals. Focus areas include:

Diversity, Equity, Inclusion, and Accessibility • People and Culture • Organizational Change • Project Management

PROFESSIONAL EXPERIENCE

Logistics Management Institute (LMI), Tysons, VA (working remotely in Atlanta, GA) December 2022 - Present
Principal Technical Advisor, Diversity, Equity, Inclusion & Accessibility (DEIA)

Leverage subject matter expertise to advise external clients on DEIA matters. Plan, coordinate, and deliver strategic DEIA activities to influence employee engagement and improve organizational culture.

- Lead strategic DEIA activities for multiple directorates within the National Aeronautics and Space Administration, including survey analysis, employee engagement, and training, to improve DEIA climate
 - Key role in expanding work from one directorate to five as a result of my direct impact
- Provide strategic guidance to the Federal Drug Administration Office of Policy, Legislation, and International Affairs to develop a comprehensive DEIA Action Plan

The University of Southern California, Los Angeles, CA (working remotely in Atlanta, GA) August 2021 - Present
Adjunct Assistant Professor, Rossier School of Education

As an alumnus of the USC Rossier School of Education's Organizational Change and Leadership Doctor of Education program, I leverage my expertise as a DEIA strategist in virtual and in person classrooms.

- Teach doctoral level courses designed to inform students on matters pertaining to organizational change and DEIA in and out of professional settings.

ReadySet, Los Angeles, CA (working remotely in Atlanta, GA)

April 2021 – November 2022

Principal / Head of Client Experience

Managed client relationships; expanded business development opportunities; assessed organizational culture; facilitated learning and development; and advised organizational leaders to support organizations in becoming more diverse, equitable, inclusive, and human-centric.

- Led the stand up of client experience pillar and project management office to strengthen alignment with clients, increase company visibility, and differentiate the organization within the market.

Booz Allen Hamilton, Washington, DC

September 2020 – March 2021

Associate

Provided change management and organizational transformation subject matter expertise to enable federal agencies to meet organizational goals.

- Led findings and recommendations reporting activities for the United States Air Force Publication Reduction Initiative to improve organizational capacity in the areas of strategic communications and business process redesign.

Fannie Mae, Washington, DC

October 2017 – July 2020

Change Management Analyst

Led the execution of organizational change management activities to build commitment and adoption for change, enable the business benefits and strategic intent of change, and monitor the success of change on projects.

- Established a new change management methodology to build employee engagement and adoption of new task management systems.

Booz Allen Hamilton, Washington, DC

September 2014 – October 2017

Associate

Collaborated with federal government agencies to implement strategies to improve organizational performance. Managed internal firm activities to develop talent and diversify business relationships.

- Delivered a change management plan to govern organizational impacts associated with the centralization of program management operations for the Internal Revenue Service (IRS) Office of Online Services.

Accenture Federal Services, Arlington, VA

May 2012 – September 2014

Talent and Organizational Performance Consultant

Managed teams, ranging from three to 30, on complex client engagements in the areas of change management and organizational performance.

- Authored a change management plan, training curriculum, and strategic communications plan for the Office of Personnel Management (OPM) to prepare staff for enhancements to OPM's financial management system.

Deloitte Consulting LLP, Arlington, VA

August 2009 – April 2012

Federal Human Capital Consultant

Implemented client solutions focused on organizational performance. Made significant internal firm contributions in the areas of diversity and inclusion. Successfully spearheaded a long-term relationship with a nonprofit organization, increasing the organization's capacity to address educational disparities across the country.

- Co-led a diversity and inclusion initiative to win investment in a new diversity and inclusion analytics service capability for external clients.
- Created the first ever human capital strategic plan for the International Criminal Police Organization (INTERPOL) Washington Bureau, which enabled INTERPOL Washington to recruit, develop, and retain the talent needed to support its organizational goals.

CERTIFICATIONS

Diversity, Equity, and Inclusion in the Workplace Certification

University of South Florida Muma College of Business, Tampa, FL

Change Management Advanced Practitioner Certification

Georgetown University McDonough School of Business, Washington, DC

Certificate in Education Policy Research

Duke University, Durham, NC

EDUCATION

Doctor of Education, Organizational Change and Leadership

The University of Southern California, Los Angeles, CA

Master of Public Administration

The University of North Carolina, Chapel Hill, NC

Master of Science, Education

Indiana University, Bloomington, IN

Bachelor of Arts, Public Policy Analysis

The University of North Carolina, Chapel Hill, NC