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About Metamorphosis

We help senior leaders and their teams transform the way they engage people and achieve improved results in the management of relationships, costs, processes, projects and change.

Mark Richards, CMC

Mark has 25 years business and IT leadership experience gained with leading global companies. He applies his strong coaching, mentoring, consulting and facilitation experience to help clients understand business problems, develop and implement solutions, motivate and coordinate people, and achieve significant improvements. Mark's recent projects include:

- **IT Cost Management** - worked with the IT leadership team of an international oil and gas company to improve their cost management capabilities for a \$75M operating budget.
- **Supply Chain System Support** - supported the VP of IT and Manager, Vendor Relations, in determining the true cost of support for an outsourced ERP system and improving the working relationship with the outsourcer.
- **Coaching / Mentoring** - Mentored the executive director of a start-up not-for-profit organization and led the development of the business and marketing plan, resulting in a highly successful first year of operations.
- **Program Effectiveness** - worked with the VP of Operations to improve the effectiveness of his team in managing key stakeholder relationships, engaging the steering committee, and executing a large integration program.

Prior to launching Metamorphosis, Mark was a Senior Practice Leader for ten years at Accenture and BearingPoint – two global consulting companies. He has a further ten years experience in leadership roles in de-regulating utilities and for a UK based international bank.

Mark is a Certified Management Consultant and is a graduate of the the University of Alberta School of Business. Mark is a Board Member with L'Arche Calgary, an active volunteer serving the homeless and disadvantaged, and volunteers as a coach and mentor to a number of not-for-profit leadership teams.

Key Skills

- Coaching
- Mentoring
- Consulting
- Facilitation
- Program & project management
- Organizational development
- Process improvement
- Change management
- IT strategy
- IT management

Industry Experience

- Oil and Gas
- Utilities
- Telecom
- Transportation
- Retail
- Financial Services
- Not-for-Profit