



Dr. De Hicks

President and CEO
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Dr. De Hicks is the Founder and President of the RMC Group of Companies which includes SCGI, a research firm dedicated to improving performance of high-impact, mission-oriented organizations, and the HILT Academy, a virtual Leadership Development School. SCGI's research, led by Dr. Hicks, has resulted in significant gains in impact and productivity for newly minted and experienced leaders. His research has resulted in breakthroughs in the science of habit formation, effective decision-making, cross-functional, and interdisciplinary communication, conflict management, change management as well as groundbreaking insights into stress management. Dr. Hicks has 40 years of experience in researching, teaching, complex problem solving, conflict resolution, negotiation, mentoring and coaching and strategic change management. Dr. Hicks is a featured speaker at conferences across the United States and works effectively with small and large groups. His firm's clients have included the Department of Defense's Command University and Trident Refit Facility, Multiple Police and Fire Departments, 9-1-1 Emergency Communications Centers, Healthcare consortiums, Universities, Software Development firms, Investment Funds, Broadcast and Print Journalism Enterprises, and International Trade Consortiums.

Topic: *Built for the Storm - "The Storm is the Norm, Calm Waters are Rare."*