

Richard McDermott, Ph.D.

Richard McDermott, is a leading thinker, author and consultant on designing knowledge organizations. He is one of the founding authors on communities of practice, co-author of *Cultivating Communities* and author of over 3 dozen articles on communities of practice, expertise development, and best practices. He has served as subject matter expert for five international studies, including the largest quantitative study yet conducted on how communities impact business and individual performance. He is a frequent speaker at international conferences and senior management groups interested in improving collaboration and productivity of professional staff. Dr. McDermott has a background in organizational development, and cognitive science combined with over 20 years of practical experience in organizational change.

Dr. McDermott is a Visiting Academic Fellow at the Henley Management College. Prior to starting his consulting career, he was on the faculty of Lesley College where he taught organizational behavior, change and development.

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Clients

His clients include Shell Oil Co., ExxonMobil, Schlumberger, Anadarko Oil, Hewlett-Packard, Ericsson, Celestica, Montgomery Watson Harza, Northrop Grumman, Sonofi-Aventis Pharmaceuticals, Pfizer, The United Nations, The International Fund for Agricultural Development, The European Commission, The World Bank, Scottish Enterprise, Environmental Resources Management, The Carbon Trust, The Local Initiative Support Corporation, Conservation International, and Ben & Jerry's.

Publications

- 2008 "The Discipline of Knowing: Building Learning into Work." In progress
- 2008 *Scaling Innovation: Lessons from the Private Sector*. London: The Department of Education and Skills. Forthcoming.
- 2008 "Communities of Practice Come of Age" Under Review
- 2008 "Learning The Master's Art: How to Preserve the Real Expertise of Retiring Staff" Under Review
- 2008 "Retaining Knowledge." *The Knowledge Management Review*. May/June.
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- 2006 "An Interview with Richard McDermott." *Inside Knowledge*, February
- 2005 "The Public Voice: The Evolution of KnowledgeBoard" *Knowledge Management Review*, Nov/Dec
- 2004 "How to Avoid a Mid-Life Crisis in Your Communities" *Knowledge Management Review*, May/June
- 2003 "Learning Communities" *The Encyclopedia of Distributed Learning*. Sage Publications
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- 2003 "Building Spontaneity into Strategic Communities." *Knowledge Management Review*, Jan/Feb.
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- 1999 "Building Three-Dimensional Communities." *Knowledge Management Review*. 11 November/December
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- 1999 "Creating a Knowledge Sharing Culture" *American Productivity and Quality Center*. March.
- 1999 "Campaigning for Change." *Journal for Quality and Participation*. March.
- 1996 "Transforming Knowledge into Wise Advice." *Management & Innovation*.4. The World Bank.
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- 1994 "Designing and Improving Knowledge Work." *Journal for Quality and Participation*. March