



Ronald D. Waugh, Senior Learning Coach

Ronald Waugh, who has a Masters degree in Business Administration from Harvard University and a Bachelor of Arts degree from Wabash College (Indiana, USA) joined LIM in 1999 and has worked extensively in LIM programs with senior executives in multinational corporations and not-for-profit organizations in Europe, the United States and Latin America.

Prior to joining LIM, Ron spent several years in the Netherlands as a senior executive with Archer Daniel Midland's (formerly W.R. Grace & Co.'s) billion-dollar industrial cocoa and chocolate business, responsible for Business Development, Mergers & Acquisitions, and Strategic Planning. He has significant experience with organizational change and organizational culture, and was part of an executive team that successfully led the company through a global reorganization, a change of shareholder, and then through a major acquisition. He was also a key executive in the company's West African interests and — for his industrial development efforts there — was decorated in 1996 by the President of Côte d'Ivoire.

Other key experience includes designing and leading leadership and team development programs throughout the world, bringing a combination of interpersonal, intercultural, and business skills to our clients. Ron has broad cultural experience. Born and raised in the United States, he has lived most of his life as an adult in Europe and Latin America, and speaks several languages fluently.

In addition to client work, Ronald is responsible for the LIM Academy's e-Learning Platform and for the administration of LIM's Coaching Certification Program, which is designed to ensure a high standard of quality service delivery by LIM Learning Coaches to all clients worldwide. He is MBTI® Certified.

Languages: English (native speaker), Dutch, German, Spanish

We develop your leaders while they develop your business.