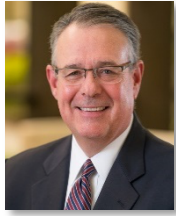


Bio for Steven J. Rauschkolb



Steven Rauschkolb is the founder and Managing Partner of The Crisfield Group, a consulting firm specializing in executive coaching, leadership and talent development, sales training, and large account management. He is a past President of LTEN - *Life Science Trainers & Educators Network* (formerly known as *The Society of Pharmaceutical and Biotech Trainers*), having served two terms from 2001 - 2005. In 2018, Mr. Rauschkolb was inducted into the Life Science Training *Hall of Fame* in honor of his significant contributions to training in the Life Sciences.



Notable among his numerous consulting engagements with Fortune 100 companies, Mr. Rauschkolb spent 11 years in a long-term partnership with Quintiles, focusing on global training, talent management, and internal executive coaching. While engaged with Quintiles, he created and implemented an emerging talent incubator for high-potential leaders which was deployed in the United States and Europe. In addition, he led the design and implementation of training for over 250 sales and medical science teams.

Prior to founding The Crisfield Group in 2006, Mr. Rauschkolb was employed by Sanofi Aventis as Vice President of Leadership and Management Development, where he was responsible for leadership development including field talent management for the sales, marketing, and medical teams. Before the merger with Sanofi, Mr. Rauschkolb was Vice President of Learning and Development for Aventis Pharmaceuticals.

Previously Mr. Rauschkolb worked at Pfizer as Head of their global corporate university – *The University of Pfizer*. He joined Pfizer as a result of their merger with Warner-Lambert, where he held the position of Senior Director, Learning & Development, leading the training functions for all commercial operations including managed markets and medical teams. Prior to Warner-Lambert, Mr. Rauschkolb was the Director of Training and Communications at Merck (Schering-Plough). In addition, Mr. Rauschkolb has held a variety of positions in sales, marketing, strategic planning, and organization development for Ricoh Corporation, AT&T, and Exxon.

Mr. Rauschkolb has also been honored by the American Society of Training and Development (ASTD) as one of the “New Guard” of noteworthy individuals making an impact in global training and development.

Mr. Rauschkolb has spoken throughout the United States and internationally on a variety of topics focused on corporate education and leadership development. He holds a master’s degree in Strategic Communication and Leadership from Seton Hall University, a Bachelor of Science degree in Organizational Management from Nyack College, and completed postgraduate study in Organizational Development and Leadership at Columbia University, Harvard Business School Executive Education, and the University of Virginia Darden School of Business.

In addition to his academic and business credentials, Mr. Rauschkolb has been an adjunct professor at Seton Hall University Graduate School of Communications and at Stevens Institute of Technology, teaching courses in Management, Organizational Change, and Leadership. He has also served on the editorial advisory boards of *Pharmaceutical Representative* and *Focus (The Journal of Life Science Training)* magazines. He is currently President of the Brunswick Little Theatre in Brunswick County, North Carolina.

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