

Daniel W. Docherty, PhD

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CAREER SUMMARY

Strategic, results driven and focused business leader, lecturer, and practitioner-scholar with executive management experience within the pharmaceutical and legal services industry. Primary areas of interest and experience are in sales and marketing, leadership, coaching, personnel development, team building, and organizational design. Expertise in change management within middle market Private Equity and Venture Capital ownership structures.

EDUCATION

PhD in Management

Case Western Reserve University – Cleveland, OH 2020

COACHING AND DEVELOPMENT AS PART OF A MANAGER-SUBORDINATE RELATIONSHIP: A MIXED-METHODS STUDY OF TOOLS, DYNAMICS, AND OUTCOMES

Master of Business Administration

Xavier University – Cincinnati, OH 2001

Bachelor of Arts - Political Science & Speech Communication

Miami University – Oxford, OH 1990

TEACHING & RESEARCH INTERESTS

Teaching Interests

Introduction to Management
Leadership, Emotional Intelligence
Sales Management
Strategic Marketing
Organizational Structure and Design

Research Interests

Intentional Change Theory
Feedback Exchange Dynamics
Coaching Tools
Coaching Styles
Change Management

ACADEMIC EXPERIENCE

Miami University

2018 – Present

Instructor teaching in the Management Department at the Farmer School of Business. Responsible for teaching Organizational Behavior with a focus on Human Capital and Leadership. Responsibilities have also included teaching Sales Training to both the MBA and Executive Education Programs. The Executive Education Initiative partners with organizations throughout the Midwest.

Mgt. 291 & Mgt. 211: 2018-2021

Digital Entrepreneurship Keynote – Fall 2020

MBA Coaching Webinar Series (N:3) – Fall 2020

Executive Education

Instructor working with leadership teams associated with the MBA program at Miami University. Responsibility for teaching the Neuroscience behind change behaviors and the impact on Sales and Marketing. Consistently the highest ranked faculty member within the program.

Fall 2018 – Worthington Industries, Columbus, OH

Spring 2019 – Paycor, Cincinnati, OH

Faculty Advisor

Faculty advisor for two campus organizations.

Fall 2018-2020 - Club Golf

Spring 2019-2020 – Never Walk Alone

Academy of Management Reviewer

PROFESSIONAL EXPERIENCE

Braintrust

2018 – Present

Consulting with organizations around the country providing keynotes, facilitating seminars in marketing, sales enablement, coaching, and leadership.

Garretson Resolution Group

2010 – 2018

The Garretson Resolution Group (GRG) is a neutral provider of services to parties who are settling personal injury claims in pharmaceuticals, medical device, and environmental settlements across the US market.

➤ **SVP and Chief Administrative Officer**

- Corporate responsibility for Marketing, Human Resources, Legal, and Program Integrity
- Key initiatives include legal department division of labor, recruiting, corporate branding, and overall program process and quality

➤ **Senior Vice President**

- Business Unit General Manager for the Complex Settlement Administrations Business Unit
- Large Program General Management Leadership – Pharmaceuticals, Medical Device, and Environmental Settlements
- Key corporate responsibilities include: sales, marketing, management, personnel development, strategic planning, P/L management, operations, cross-functional leadership

Xanodyne Pharmaceuticals

2004 – 2010

Specialty Pharmaceutical Company focused on the development, manufacturing, distributing and marketing of pharmaceutical products in the US market.

➤ **Senior Vice President, Sales & Marketing**

- Executive Leadership Team Member
 - Completed \$209 million acquisition (pain portfolio)
 - Revenue growth that exceeded \$100 million
 - P/L Management for 30 SKU's
- 2 new drug approvals & national product launch in 2009
- Cross-functional team leader for a product launch
- Implemented systematic sales and marketing planning & implementation
- Implemented strategic brand planning process
- Developed sales organization automation and metrics suite

Shire Pharmaceuticals

2000 – 2004

Shire is a global pharmaceutical company that provides treatments in Neuroscience, Rare Diseases, Gastrointestinal, and Internal Medicine. Shire's strategic priorities are to drive optimum performance through research and development (R&D) and business development (BD), delivering access in the future for patients.

➤ **Executive Director, Professional Education**

- 2002 President's Club Winner – organization, grew to over \$1B in US sales
- Systematic key opinion leader development, databasing, and deployment
- Development of creative and differentiating medical marketing platforms
- Development of systematic publication planning and execution
- Created and developed internal Professional Education Department
 - Management oversight of three Professional Education Managers
 - Management of \$20 million dollars of educational programming
- Created and developed external Medical Science Liaison Team

➤ **Associate Director, Neuroscience**

- Oversaw pipeline projects within the CNS area
- Analyzed & forecasted in-licensing, acquisition, and co-promotion opportunities

➤ **New Products Manager**

- Member of global project teams responsible for pipeline products ranging from proof of concept to phase III
- Analyzed & forecasted in-licensing, acquisition, and co-promotion opportunities

Parke-Davis Pharmaceuticals, Division of Pfizer Inc.

1990 – 2000

Parke-Davis is a subsidiary of the pharmaceutical company Pfizer. Pfizer is a global pharmaceutical company with a leading portfolio of products and medicines that support wellness and prevention across a broad range of therapeutic areas.

- **CNS Senior Marketing Manager – North Central Customer Business Unit**
 - **CNS Product Manager** (March 1998 – May 2000)
 - Coordinated general business processes and results through effective participation on the CNS Disease Team, regional Marketing Team & the regional Management Team
 - Moderated Advisory Boards & Speaker Training Meetings
 - Managed relationships with supporting Medical Education Companies
- **Area Business Manager - North Central Customer Business Unit**
 - **CNS District Manager responsible for Ohio, Indiana, & Illinois**
 - Launched the CNS sales team in the North Central CBU
 - Hired & Trained a sales team of 10 employees
 - **Hospital/CNS District Manager responsible for Ohio & Indiana**
 - 1997 Winners Circle
 - New product launch (Lipitor) and Managed full-line portfolio
 - **Primary Care District Manager responsible for Northern Ohio**
 - 1996 Winners Circle
 - Responsible for hiring, training, and motivating a sales team of 14
 - Developed area strategic plans and coordinated area team meetings
 - **Neurology Coordinator**
 - Management and sales responsibilities for Ohio & Michigan
 - Launched the Neurology sales team of six in Ohio & Michigan
 - **Territory Manager**