



# RICHARD E. CREAGH

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## SUMMARY

Rich is a 100% Service-Disabled Veteran who closed out his career as a highly decorated and capable leader in the United States Army with 29+ years of combat-tested military and government experience. He is equipped with a keen business awareness and understanding of organizational needs. Rich's awards and decorations include the Combat Action Badge, Valorous Unit Award, Legion of Merit, Defense Meritorious Service Medal, and four Meritorious Service Medals along with various other awards and decorations. He is a collaborative, cross-functional leader with a commitment to teamwork and a creative professional with extensive project experience from concept to completion. Rich's extensive production experience in the most complex and stressful environments at the highest levels of the Department of Defense.

## EXPERIENCE

President - Awen Solutions Group LLC, Woodbridge, VA

*January 2018 - Present*

- Responsible for the day-to-day operations of Awen Solutions Group and the Management Consultancy Business Line. Provides process improvement solutions through extensive business process analysis and optimization. Identifies and removes operational obstacles and redundancies immediately improving efficiency. Utilizes a disciplined and proven approach to program and project management processes ensuring clients' needs are met within scope, schedule and budget.
- Utilizes expertise in portfolio, program, and project management to effectively plan, execute, and monitor completion of critical initiatives. Implements sound project management fundamentals and processes, proactively engaging stakeholders, and fostering a solution-oriented culture of integrity and pro-activity.

Leadership Council Member - National Small Business Association, Washington, DC

*August 2019 - Present*

- Serves as a Leadership Council Member on the Health & HR Committee and Economic Development Committee for the National Small Business Association (NSBA). The NSBA is the nation's oldest small-business advocacy organization and operates on a staunchly nonpartisan basis.
- Provides focus and input on valuable networking between small-business advocates from across the country while ensuring small business a seat at the table as Congress and regulators take up key small-business proposals.
- Assists in tackling the many critical issues facing small business, including tax reform, regulatory restraint, health care costs, and how the Affordable Care Act will impact small business.

Human Resource (HR) Management Warrant Officer - Military District of Washington, Washington, DC

*March 2010 - September 2018*

- Lead and managed a staff of 14 HR Professionals responsible for all personnel functions for 2200 Soldiers.
- Performed as a highly adaptive human resource technical expert, leader, trainer and advisor. Responsible for maintaining, operating and integrating the Army HR processes and systems. Supervised input into all primary HR information systems (eMILPO, TOPMIS, EDAS, COPS, SIDPERS (NG), RCAS, RLAS, DTAS, and DCIPS).
- Served as the primary HR and Budget Officer for over 400 National Guard General Officers, both Army and Air Force, overseeing and directly responsible for a \$28 million dollar operational budget. Oversight included the formulation and execution as directed by ever-changing mission requirements.
- Managed and executed personnel operations for 20 General Officers in multiple combat operational locations.
- Trained and managed military and civilian personnel on specialized administrative actions and related duties. Initiated and prepared correspondence in response to requests for information, policy, or guidance.
- Monitored and maintained the full spectrum of HR to include essential personnel services, strength management, postal, casualty and replacement operations.
- Developed, revised and updated all policy relating to Army HR Functions.

## Various Positions - U.S. Army, Various Duty Locations

*October 1994 - February 2010*

- Senior Human Resource Non-Commissioned Officer | December 2004 - February 2010
- Senior Construction Engineer Non-Commissioned Officer | October 1996 - November 2004
- Senior Combat Engineer Non-Commissioned Officer | October 1994 - September 1996
- Enlisted Combat Engineer 1 | January 1989 - September 1994

## EDUCATION & TRAINING

- **Pepperdine University**  
*2020 | Malibu, CA*
  - Joint Bachelor of Science in Management/Master of Science in Management and Leadership
- **University of Foreign Military & Cultural Studies**  
*2017 | Fort Leavenworth, KS*
  - Military Professional Education Course
  - Red Team Member
  - Commandant's List Graduate
- **National Defense University**  
*2016 | Washington, DC*
  - Military Professional Education Course
  - National Security Course
- **Army Force Management School**  
*2014 | Fort Belvoir, VA*
  - Force Management Course
  - Commandant's List Graduate
- **Adjutant General Soldier Support Institute**  
*2014 | Fort Jackson 2014*
  - HR Warrant Officer Advanced Course
  - Commandant's List Graduate
- **Adjutant General Soldier Support Institute**  
*2010 | Fort Jackson, SC*
  - HR Warrant Officer Basic Course
  - Commandant's List Graduate

## SKILLS

- Project Management
- Analytical Skills
- Staff Leadership
- Complex Problem Resolution
- Resource Management
- Human Capital Management
- Workflow Improvements
- Change Management
- Quality Controls
- Risk Management

## AWARDS

- Legion of Merit
- Defense Meritorious Service Medal
- Meritorious Service Medal (4)
- Joint Service Commendation Medal (2)
- Army Commendation Medal (4)
- Joint Service Achievement Medal
- Army Achievement Medal (4)
- Combat Action Badge
- Office of the Secretary of Defense Identification Badge
- Army Staff Identification Badge
- Joint Meritorious Unit Award
- Valorous Unit Award
- Army Superior Unit Award

## AFFILIATIONS

- Veterans of Foreign Wars (VFW) - Life Member
- The American Legion - Life Member
- Disabled American Veterans (DAV) - Life Member
- Association of the United States Army (AUSA) - Life Member
- United States Army Warrant Officer Association (USAWOA) - Life Member
- Adjutant General's Corps Regimental Association (AGCRA) - Life Member
- DAV - Life Member

