

Rick Dobbis

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Rick Dobbis has a record of achievement as a senior executive in the music and entertainment industries and as a Certified Professional Coach (ICF/PCC) with experience in markets throughout the world. This perspective gives him unique insight for coaching clients in a full array of industries and cultures. This is particularly helpful when dealing with individuals and companies confronting change, transition and disruption.

He has decades of proven success at both large corporations and independent entrepreneurial businesses, working with creative artists and executives. He held responsibility for 4,000 employees in over 40 nations around the world in all areas of business operations, including management, finance, marketing, sales, team building and creative talent. Skills as a producer of original IP and significant expertise in negotiation, management, implementation and execution of successful business practices through economic growth as well as turbulent times and technological disruption. Experience teaching at the university level and serving on numerous non-profit boards.

EXPERIENCE

Founder: Rick Dobbis Organization, Global (R-DOG) 2005---present

Coaching, consulting and production services

- Coached over 250 individuals including senior executives at The Madison Square Garden Company, Epic Games, Scopely, Inc., and Activision, amongst others.
- Managed the recorded music catalog for the Rolling Stones during the making and marketing of the *A Bigger Bang* album and subsequent tour of the same name, and the release and marketing of the Martin Scorsese directed film *Shine A Light*.
- R-DOG consulted Navy SEAL Museum Executives in Ft. Pierce, FL.
- Coached eleven team members and consulted the senior management at Magnetic Collaborative, an experiential marketing group. Mission was to help restructure the staff, improve efficiency and provide guidance on the leadership potential of individual employees.
- R-DOG films include feature-length documentary *A Bond Unbroken*, released by Cineverse, available on iTunes, Amazon and other streaming services and DVD; and *Fire Bombers*, a NYTVF History Channel 2013 Pipeline winner.

Sr. Team Lead Career Coaching: Flatiron School 2018-November 2023

Managed a team of career coaches and directly coached over 200 students and career changers.

- Career coaching guidance to Flatiron School program graduates in Software Engineering, Data Science, UI/UX Design, Cyber Analysis and Cyber Engineering.
- Conducted numerous workshops and facilitated team activities.
- Created and managed the company wide *Future of Work* project circulated to 7000 people within the Flatiron School community utilizing surveys and focus groups to explore interests and concerns of professionals and job seekers with a focus on pre-pandemic and current circumstances.

Sony Music International 1999-2005

President – Headquartered in New York City

Chief executive of the global organization in all territories except the USA and Japan and with responsibility for Latin Music worldwide.

- Oversaw diverse operations around the world and successfully built record revenue and profits during turbulent times in the industry. Revenue of over \$2bn each year and profitable in every quarter.
- Worked directly with executives from cultures around the world, often when in transition between responsibilities and cultures.
- Opened the first legally licensed international music company in China.
- Led marketing campaigns for Bruce Springsteen, Celine Dion, Ricky Martin, Shakira, Beyonce and others.
- Restructured the division, resizing the work force and removing \$100mm in operating costs as the digital revolution hit the industry.
- Member the global Board of the IFPI. Represented Sony Music at European Commission hearings regarding a corporate merger.

PolyGram 1994-1998

President EMEA – Headquartered at London, U.K.

Chief executive of the largest division of Polygram

- Built revenue and profits to record heights. Revenues near \$2bn annually and profitable in every quarter
- Opened Polygram companies in Russia, Hungary, Czech Republic and Poland and South Africa.
- Was instrumental in the global success of Andrea Bocelli, and the expansion of sales for artists from the USA including Bon Jovi, U2 and many others as well as the cross-border success of European artists including Zucchero and Pascal Obispo.
- Represented PolyGram on the European Board of the IFPI

PolyGram Label Group 1990-1994

President

Chief executive of the umbrella for Island, Polydor, London and other USA based labels

- Built the first multi-label, service sharing music company, now an industry standard.
- Achieved profitability in the first year and exceeded revenue and profit budgets every year thereafter.
- Achieved new levels of success for U2, Cranberries, Melissa Etheridge and many others.

EDUCATION

Syracuse University, BS in Zoology

RELATED EXPERIENCE

Member College of Arts & Sciences Dean's Advisory Board 2002-2023

Named Outstanding Alumnus 2002

New York University, Adjunct Professor 2013-2014, International Music Business

Board of Directors Education Through Music 2003-2010

Board of Directors VSA Arts 2001-2004