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### Professional Experience:

As a lieutenant in the US Army I received training in military-industrial management methods when working in the Adjutant General Corps. Later I studied organizational development-behavior-change in graduate school and worked as a psychotherapist directing groups of co-workers in large health-care delivery settings. Here I functioned as an internal advisor regarding such organizational issues as project design, productivity, executive coaching, effective management skills, interpersonal staff problems, and task-process meeting facilitation. After this period I started an independent business offering these services to a variety of industries, addressing:

#### **-Assessments of organization functioning**

: identifying work group and individual's strengths and weaknesses (verbal and numeric surveys to quantify issues of concern; confidential presentations of results to management and staff; assisting to develop action plans and evaluate outcomes)

#### **-Effective vs. self-defeating behavior in business**

: reducing management/staff discord (individual and group meetings with corporation members to promote candid observations about interpersonal styles and the results of those styles, in a manner that helps to disrupt non-productive actions)

#### **-Executive coaching**

: written and verbal individual development efforts (assessing and enhancing executives' effectiveness via an understanding of the individual executive, the organizational role they play, and the context in which the role occurs)

#### **-Participative management techniques**

: documenting participation increase (training in management methods which solve problems, establish goals, facilitate meetings, conduct projects and produce results that are owned by an entire work group, encouraging cooperation)

#### **-Quality assurance methods**

: total quality management methods that do not intrude (creating work group standards and data collection and analysis methods to track quality and quantity of services or products produced; formulating responses to diminished and enhanced quality results)

#### **-Team building methods and strategies for change**

: responding to the goals of an entire organization (the conduct of strategic planning training and projects; survey feedback of information to conduct retreats considering work roles, problem solving, areas of responsibility, organization structure, training needs)

Mental Health & Organizational Development  
Master of Social Work  
Arizona State University

Political Science & Psychology  
Bachelor of Arts  
University of Arizona