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**Qualifications Summary:** Organizational excellence executive with over 20 years experience in leadership development, executive coaching, organizational effectiveness, strategic alignment, and consulting services in every aspect of professional and organizational development.

**Key competencies:**

- Business owner and operator in management consulting for over a decade
- Leadership development, including extensive executive coaching
- Unique ability to analyze situations from both psychological and business perspectives
- Create innovative solutions for a wide range of business needs
- Sufficient technical knowhow for creative resolutions to organizational challenges
- Organizational development at executive and director level
- Course development and delivery for masters level academic programs
- Customized program development and delivery for private business
- Personnel management at high levels of leadership

**Current Work Highlights: President, CEO – Dynamic Transitions, LLC**

- Provided consulting services to nearly 65 organizations for over 15 years including international corporations, small businesses, family-owned and operated firms, not-for-profit foundations, and government agencies at the federal, state and municipal levels
- Coached nearly 200 individual executives, as well as executive teams
- Designed and delivered customized client programs on over 20 management/leadership topics
- Guided and supported VP on major organizational change which resulted in at least 15% increase in productivity
- Monitored Business plan development for over 15 companies
- Administered assessments, analyzed results, and conducted customized feedback sessions on over 25 different assessment tools including: CultureLink™, LPI®, MBTI®, EQ-i® & EQ360®
- Provided client management services and customized “brain-based” safety training as full-time subcontractor of international consulting firm - created innovative approaches to retain their clients and build new business - estimated additional revenue of \$100 K during economic downturn

**Current Work Highlights: Professor, University of Denver**

- Design and deliver leadership courses for customized masters program
- Design and deliver custom programs for the business community
- Design and deliver courses for visiting Chinese executives on leadership and teamwork, using a Chinese version of the MBTI.

**Previous Work Highlights: Manager, USWest**

- Led mid-level leadership teams using clarity, respect, and a sense of community
- Engaged others in a compelling vision and supported that vision with workable strategies
- Planned, organized, managed and monitored large-scale projects and processes to meet business needs
- Acquired staff of twelve, nine of whom progressed from “satisfactory” to “promotion-ready” within one year through coaching and mentoring
- Created and delivered formal presentations with precision, passion and wit

## **Education and Professional Associations:**

Ph.D. Counseling Psychology           University of Denver  
M.B.A. Executive Program            University of Denver  
B.A. Psychology                        Dana College

Member: American Psychological Association; National Association of Neuropsychologists

## **Licenses and Certifications:**

Licensed Clinical Psychologist: Colorado #1812

Credentialed Level II Neuropsychologist

## **Instrument Competence:**

### Intellectual Abilities

- WAIS
- Stanford Binet
- Brief Cognitive Assessments

### Neuropsychological

- Expanded Neuropsychological Battery
- Neuropsychological Screen
- Boston Process Battery
- Halstead-Reitan Battery

### Personality

- MMPI - I, II, III
- MCMI - I, II, III
- Thematic Apperception Test (TAT)
- Rorschach
- Catell 16 Personality Factor Inventory (16PF)

### Career

- Strong Vocational Interest Inventory
- Eureka Skills Inventory
- Holland's Self Directed Search (SDS)
- General Aptitude Test Battery

### General Business

- Leadership Practices Inventory (LPI)
- Myers-Briggs Type Indicator (MBTI)
- Fundamental Interpersonal Relations Orientation – Behavior (FIRO-B)
- Thomas-Kilmann Conflict Mode Instrument (TKI)
- Rahim Organizational Conflict Inventory (ROCI)
- Tolerance Of Ambiguity Inventory
- Locus Of Control Inventory
- CultureLink Survey
- Emotional Intelligence Inventory (EQi)