

CHIEF EXECUTIVE OFFICER and **CHIEF CLINICAL OFFICER** providing dynamic clinical and senior business leadership achieving dramatic results creating a multi-million-dollar company within 2.5 years of assuming stewardship of the company. Guided and engaged clinical staff, fostering higher clinical effectiveness and instilling a culture of excellence in delivering evidenced-based patient-centered services. Integrated and aligned patient care across the system to help fulfill payer requirements and exercised influence throughout the entire organization, serving as the primary clinical voice for clinical strategy and program development decisions in support of the company mission, vision, values and strategic priorities. Champions quality and positive communication backed by personal integrity, honesty, credibility and a clearly-visible unwavering commitment to mentoring personnel & promoting excellence of services.

Delivering Tangible Results for Service Excellence and Outstanding Team Work

- Developed clinical philosophy & practice standards across critical disciplines, consistent with company mission
- Directed the delivery of clinical and community-oriented services around the Reno, Nevada metroplex area
- Supervised billing priorities and costs to increase billable hours by 120% & reduce overall costs by 30%
- Provided clinical, operational and strategic leadership necessary to create high-impact patient care that is financially feasible and sustainable, leading to higher profits and increased compensation for staff
- **CORE COMPETENCIES:** People, Integrity, Laughter, Learning, Accountability and Relationships, including Delegation, Leadership, Results, Decisiveness, Problem Solving, Being Motivational, Effective Communicator

Driving Performance and Excellence for Clinicians, Service Providers and Patient-Centered Services

Corporate Leadership Spotlight

- Built strategic plan for expansion & profitability
- Set positive organizational tone & direction
- Created & managed a superb executive team
- Developed a sustainable clinical business model
- Developed an Annual Service Plan, including a review process to monitor program progress and activity of clinical departments
- Coached staff on assigned areas of responsibility
- Ensured compliance with policies and procedures, including termination of personnel, including hiring

Clinical Service Leadership Spotlight

- Established & implemented Quality Assurance Plan
- Led initiative to assist the homeless and underserved suffering from serious mental health issues
- Provides oversight over the development of a competency-based clinical training program for staff
- Developed clinical philosophy and practice standards
- Led clinical evaluation meetings with clinicians
- Regularly evaluated staff progress meeting objectives

Diverse Experience & Competency Accelerates Performance and Improves Treatment Outcomes

Chief Executive Officer; Chief Clinical Officer

3/2016 to Present

Truckee Meadows Mental Health, Inc. – a Reno, NV multidisciplinary mental health company

Start-up clinical mental health company that began operations needing experienced visionary leadership and applied clinical knowledge to properly establish and guide the organization to create a successful business model.

CEO – Corporate Leadership – applying prior leadership success & experience to a clinical context for positive results:

- Led management across different functional areas to develop an effective cohesive team that worked diligently to follow directives and properly managed all departments and maintain close oversight of non-clinical providers.
- Develops company vision & implemented a plan to fulfill the mission statement and achieve strategic goals.
- Creates strategic plan, and ensure staff understand & implement the plan and goals across all departments.
- Motivates personnel utilizing high interpersonal awareness competency and knowledge of wants and needs, effectively motivating staff and clinicians to adopt company vision, embrace values and achieve excellence.
- Optimizes and brings management team forward amid growth, through strategic use of feedback, training and helpful assessments of individual strengths & weaknesses identifying key growth points to foster development.
- Oversees P&L, accounting & company operations, striving for higher profit to allow for expansion planning.

CCO – Clinical Service Leadership – unique clinical skills utilized to mentor clinical staff & improve operations:

- Provides clinical, operational & strategic leadership necessary for high-value patient care backed by excellence.
- Leads clinical initiatives aimed at maximizing efficiency of clinical operations strategic methods of funding, conducting presentations and communications with community groups and to raise awareness of programs.
- Identifies gaps of service in the community and implemented a plan of action, including finding
- Pioneers a new Medical Family Therapy Program & training of clinical staff in treatment protocols, and cutting-edge treatment theory to properly address family issues arising during a medical or end-of-life crisis.
- Trains clinical staff in evidence-based Trauma / PTSD treatment interventions to achieve positive outcomes.
- Clinical oversight of 30 residential independent living homes owned by other companies in Reno and Las Vegas.
- Highly effective with patients having serious mental / personality disorders, such as schizophrenia, including planning and applying appropriate treatment protocols that are aimed at producing tangible positive results.
- Earned a sterling reputation for hands-on involvement with clinicians, administrative staff and patients.

Licensed Marriage and Family Therapist & Medical Family Therapist

4/2009 to 3/2016

Private Practice - Licensed Intern through Full Licensure, Reno NV

- First ever Licensed Intern to start out in private practice immediately after completing licensure requirements.
- Established an innovative Medical Family Therapy Program, geared towards Veterans, families & individuals facing life changes and loss during and after a medical crisis.
- Perfected Trauma / PTSD interventions based upon my unique theory of health and problem development.
- Expanded clientele base through referrals & marketing efforts each year by 30% year by year, on average.
- Developed an innovative Addiction Treatment that actually works based upon Family of Origin & other factors.
- Established an excellent reputation for practical innovative real-world solution focused interventions to help individuals, families, couples, Veterans and trauma sufferers of all types, including addicted individuals.
- Developed a proprietary practical therapeutic approach for any personality, mood, mental disorder or emotional disorder that actually works when change is desired by the patient.
- Focused specialized services on Veterans & providing services to various faith-based organizations & churches.

Work Gap: Marriage and Family Therapist Pre-License Education and Student Internship

12/2007 to 4/2009

Program Director and Director of Counseling and Education

3/2006

to 2/2007

Reno-Sparks Gospel Mission, Reno NV – Helping the homeless and addicted recover safely

- Provided counseling, crisis intervention, case management and recovery services to Program clients.
- Maintained progress notes and client files, making recommendations to Executive staff for graduates.
- Supervised client activities and ensured program success.
- Developed and directed education program for the organization.
- Prepared clients for graduation and reintegration into the community and life.

Commanding Officer

11/1989 to 10/2009

United States Army (various duty stations, Active and Reserves)

- Commanded multiple units and staff sections from Company to Brigade and Division level and established a well-known positive command reputation wherever I was assigned.
- Maintained a well-received hands-on approach to operations and personnel management that influenced subordinates to aim for higher performance standards resulting in personnel performance achievements that were previously unheard of by higher command.
- Achieved near-perfect evaluations on command responsibilities, assigned duties & management of operations.
- Maintained 100% compliance for recordkeeping and documenting training,
- Served as Senior and Mid-level Staff Officer in Human Resources, Training, Training Mgt and Public Affairs.
- Unique reputation for realigning units to achieve 100% inspection results at every unit evaluation.
- Established excellent reputation as a unit fixer, called in to rescue and rehabilitate declining units and personnel.
- Consistently received high performance ratings for achievement of objectives and meeting command expectations at review time each year.
- Served as Unit Evaluator for service schools, drill sergeant academies and subordinate commands.

Director of Operations (during reserve military service periods)

7/2004 to 2/2006

Advanced Security, Inc., Portland OR – High Tech and Physical Security Solutions For Business

- Established and pioneered dual business venues for High Tech Security & Physical Security in first year.
- Increased employee ranks from 30 to over 150 within 1.5 years of assuming leadership of the Portland office.
- Increased overall business volume by 200% while Director of Operations.
- Managed P&L, reducing hard costs and increased profitability by 45% each year.
- Established excellent management reputation with employees & clients alike for outstanding customer service.

Chief Operating Officer (during reserve military service periods)

8/1998 to 7/2004

Millennium International, Portland OR – International Investment Banking and Project Mgt Company

- Managed \$400 Million in projects and seed money for natural resource development and related projects.
- Set the pace and standard in acquiring new clients and projects, increasing my new portfolio 1200% by year 4.
- Managed international client relations and maintained client contact during funding and operations.
- Provided exclusive private banking services to high value clients and international investment banking services.
- Regularly worked with the International Monetary Fund (IMF) and Bank of International Settlements.
- Project management for multiple industry venues and ventures.
- Contract writer and administrator (wrote thousands of contracts).

Education, Licenses and Memberships

University of Nevada, Reno, Marriage and Family Therapy

- Marriage and Family Therapy (3.65 GPA), for licensure, Masters-Level, completed program 4/2009
- Graduate Special status, completing all degree requirements.
- Consistently accepted the toughest counseling cases that other students would not volunteer for.
- First ever intern to jump from student practicum to licensed internship as a private practice therapist.
- Established a quality reputation for innovation and creativity in therapeutic sessions and classroom settings.

George Fox University, Psychology and Theology

- Masters Degree: Master of Divinity - GPA 3.6, graduated 3/2007

US Army, Various Commands, Schools and Training

- Certified Master Trainer & Training Program Specialist
- Senior Human Resources Officer
- Certified Leadership Training Officer
- Qualified Public Affairs Officer

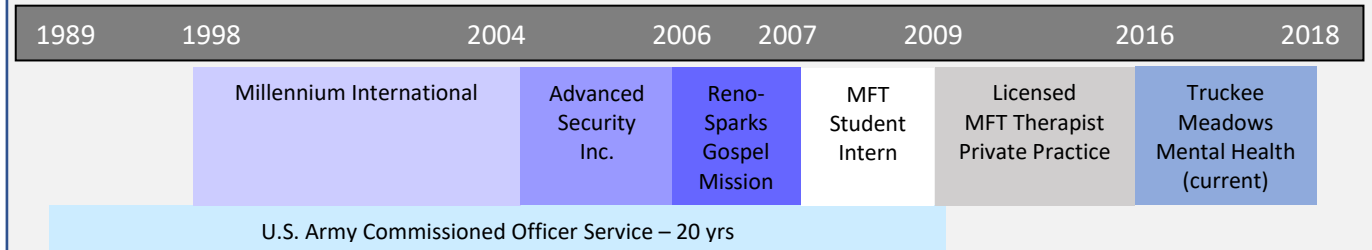
Continuing Education for Yearly License Renewal, 2009 to Present

Completed over 200 hours of courses ranging from mental status examination procedures, family therapeutic interventions, mindfulness interventions, PTSD and Trauma treatments, pharmacology, DBT therapy, CBT therapy, other individual therapies and extensive ethics and legal courses.

Licenses: Licensed Marriage and Family Therapist, NV Lic#: 01260
Pursuing Licensure (transfer) in Texas as an LMFT

Memberships: American Association of Marriage and Family Therapists; Clinical Fellow, Member #: 177612

CAREER AT A GLANCE



Resourceful – Fearless – Out of the Box Thinker – People Oriented

Looking For...

Role: CEO, COO, Chief Clinical Officer, Clinical Director / Supervisor

Company: Mid to large size company, some travel is ok

Settings: Mental Health Clinic, Multi-disciplinary Clinic, Hospital, Psychiatric Facility, Multiple Clinic / Care Center Locations

Location: Prefer Dallas-Fort Worth metro area, TX; secondarily Houston, Tx & less preferred. Phoenix, AZ or Washington

My Strengths...

Executive Business Leadership and dynamic team-building skills with a successful record of aligning operations with business goals

Ability to Leverage Multi-Industry Experience to enhance bottom line results in business operations, clinical & personnel management

Clinical Knowledge & Insight creates gold-standard patient care leading by example, showing clinical staff how to deliver innovative patient care

Savvy Value Creator known for improving operations, vastly improving morale, getting staff on track and delivering world-class patient care

Root-Cause Problem Solving focused on thorough analysis of complex problems, diagnosing root causes and applying innovative solutions

Education / Affiliations

Marriage & Family Therapist, Masters-level, University of Nevada Reno

Master of Divinity, Psychology & Theology, George Fox University, OR

Command & Staff Training, United States Army, Reserves & Active Duty

Clinical Fellow of the American Assn of Marriage and Family Therapists

Creating Value and a Great Organization

I am dedicated to applying my considerable leadership skills and influencing abilities to increasing the efficiency and value of services provided, as well as working as a hands-on leader to fashion and lead the organization to be the Gold-Standard and Industry Leader. I will not settle for anything less and I will achieve this result by influencing, mentoring and showing staff through my example what it means to be a part of the team and delivering the best patient services possible.

SPEAKING PERSONALLY...

Q: How has your multi-industry experience equipped you for your next position?

A: It has provided me with a broad skillset covering all business operations, clinical operations, P&L, marketing & quality assurance for patient services, which I draw from in creating value and achieving company strategic goals.

Q: Why are entrepreneurial skills valuable for large and small businesses?

A: Global and national competition demands that large and small companies become change-agents in their particular markets. This requires skills to leverage company strengths with innovation, mental agility and quick market reactions to create unique & refined services for patients.

Q: How do you keep people motivated when business is tough & challenges arise?

A: Leadership means LEADING BY EXAMPLE and demonstrating honor, integrity and honesty with everyone. If you are upfront with people they will commit to working harder. All that is required is being authentic in showing them the path and guiding their steps to persevere and turn challenges into opportunity.

Q: How has your experience shaped your thinking about leading and operating a business?

A: Tactical steady leadership requires a high level of expertise and wisdom. The ability to turn around a business, improve its bottom line and drive growth & innovation; are critical to creating an organization that thrives under all circumstances.