

Richard F. Grenhart, Psy.D.

The Psychology of Leadership

Assessment ~ Coaching ~ Facilitation

Curriculum Vitae

Education and Credentials

Central Michigan University

Psy.D. - Professional Psychology, 1981

S.Psy.S. - School Psychology, 1981

Seton Hall University

M.A. - Counseling, 1974

Drew University

B.A. - Psychology, 1968

Colorado Psychology License #952

National Register of Healthcare Providers in Psychology #343194

Current Practice

Leadership Development

Assessment

Coaching

Consultation

Facilitation/training

Affiliations:

The Athena Group

Business Consulting Group

Center for Creative Leadership

Coaching Right Now

Cohereus

Creative Metrics

DifferenceWorks

LeaderExcellence.Net

The Leadership Investment

Organizational Assessment & Development, Inc.

Outward Bound Professional

Suntiva

Systemation, Inc.

U.S. Office of Personnel Management

van Bark Consulting

The Chaos Group

Clinical Psychology

Psychodiagnostics
 Psychotherapy
 Consultation

Forensic Psychology

Psychodiagnostics
 Parental responsibilities (custody) evaluations; parent coordination
 Personal injury assessment and treatment

Professional Experience***LEADERSHIP DEVELOPMENT PROFESSIONAL***

08/98 TO PRESENT

Individual assessment of leaders from beginning manager to CEO and president level; feedback of evaluation data obtained from instrumentation, observation, interview; targeted development planning based on both evaluation findings and coachee interview; executive coaching focused on tangible outcomes and professional improvement; leadership training through facilitation of small group and classroom experiences

Organizational Assessment & Development, Inc. - Leadership Assessment Center Evaluation

11/08 to Present

Working with a team of two other assessors, I observe and document the behavior of a group of six executives in individual and group simulations carefully constructed to reflect actual workplace experiences. The team's consensus ratings of observed behavior compared to established executive competencies form the basis for the detailed confidential reports and private coaching sessions provided at the conclusion of the program to the participants.

DifferenceWORKS – Gender Awareness and Diversity Training

01/13 to Present

I have joined with Caroline Turner, author of Difference Works and principal of DifferenceWorks, LLC (<http://difference-works.com>), to facilitate gender awareness workshops based on her superb 2012 book. The inclusion of both a male and female presenter heightens the energy of the workshops and adds credibility to the assertion that gender awareness is a business issue, not solely a women's issue.

The Leadership Ascent for Men – Leadership Development

01/12 to Present

I am program chair of the leadership team, program designer, facilitator and coach in this year-long program for high-potential, mid- to executive-level corporate men moving into roles of greater leadership responsibility. Sponsored by The Leadership Investment (formerly the Women's Vision Foundation), it is an offshoot of the highly successful Women's Vision Leadership Institute, from which more than 70% of graduates are promoted within 12 months of completing the program. The Leadership Ascent Programs earned the HR.com 2014 Leadership 500 Award in the Non-Profit Organization category.

SYSTEMATION, Inc. – Leadership Training

12/06 to Present

As Senior Facilitator, I facilitate programs for project managers and those seeking project management certification in emotional intelligence, interpersonal skills, communication, change management, stakeholder analysis and influence. Average participant rating: 6.5/7.0.

U.S. Office of Personnel Management – Leadership Development

06/01 to Present

In addition to development planning and executive coaching, I have designed and facilitated classroom experiences for leaders of government agencies. I am an assessor in the Senior Executive Assessment Program, a week-long institute for federal leaders interested in joining the Senior Executive Service, as well as in custom executive assessment center programs.

Center for Creative Leadership – Leadership Development

08/98 to Present

A CCL adjunct faculty member since 1998, I contribute to the Center's programs by small group facilitation, individual development planning and executive coaching. CCL provides training to every leadership echelon, from first time managers to C-level executives, and is consistently rated among the top 10 executive training institutions in the world. Average participant rating: 4.7/5.0.

PSYCHOLOGIST IN INDEPENDENT PRACTICE

11/83 TO PRESENT

Inpatient and outpatient evaluation and treatment, including individual and family therapy, psychological evaluation, supervision and consultation; forensic services in the areas of family law and personal injury

STAFF PSYCHOLOGIST, ADOLESCENT EVALUATION PROGRAM*BETHESDA HOSPITAL, DENVER, CO*

4/86 TO 3/89

Group and family therapy, family evaluation, consultation, treatment planning, discharge planning, program planning, supervision and training of predoctoral psychology interns

STAFF PSYCHOLOGIST, INSTITUTE FOR MOTIVATIONAL DEVELOPMENT*DENVER, CO*

11/84 TO 6/87

Psychological evaluation, inpatient and outpatient treatment of adolescents and their families

STAFF PSYCHOLOGIST, ADULT SERVICES DIVISION*RAINBOW MENTAL HEALTH FACILITY**2205 W. 36TH ST., KANSAS CITY, KS*

6/83 TO 12/84

Psychological services to a 10-bed adult inpatient unit, partial hospitalization and outpatient programs; evaluation: individual, group and family therapy; treatment planning; consultation; supervision; inservice training; directorship of adult testing program; community education

UNCERTIFIED ASSISTANT*GERALD K. GENTRY, PH.D.**4140 W. 71ST ST., PRAIRIE VILLAGE, KS*

4/82 TO 11/83

Psychological evaluation, psychotherapy, clinical hypnosis

SENIOR STAFF PSYCHOLOGIST, ADOLESCENT PROGRAM*OSAWATOMIE STATE HOSPITAL, OSAWATOMIE, KS*

2/82 TO 6/83

Administrative and clinical supervision of four staff psychologists, clinical supervision of non-psychology staff engaged in psychotherapy, administrative planning and decision-making at the department and section levels, all duties outlined under Staff Psychologist II, below

STAFF PSYCHOLOGIST II, ADOLESCENT PROGRAM*OSAWATOMIE STATE HOSPITAL, OSAWATOMIE, KS*

8/81 TO 2/82

Psychological services to a 27-bed inpatient psychiatric unit for ages 17 to 20: psychological evaluation, individual and family therapy, multidisciplinary team treatment planning, consultation to staff, consultation to hospital substance abuse unit, inservice training, clinical supervision of two nursing staff, departmental committee assignments

PROJECT ASSOCIATE, GIFTED EDUCATION SCREENING PROJECT*DEPARTMENT OF PSYCHOLOGY**CENTRAL MICHIGAN UNIVERSITY, MT. PLEASANT, MI*

3/79-6/79

Coordination of employees in project to identify gifted and talented children in four local school districts: hiring, training, and scheduling fifteen graduate and undergraduate students in data collection, coding, and analysis

GRADUATE TEACHING ASSISTANT*DEPARTMENT OF PSYCHOLOGY**CENTRAL MICHIGAN UNIVERSITY, MT. PLEASANT, MI*

8/77 TO 5/79

Complete responsibility for the teaching of two sections of introductory psychology each semester: preparation and delivery of lectures, classroom activities, demonstrations, examinations and grading to classes of 30 to 45 undergraduate students; highest Psychology Department instructor ratings by students

SUMMER DAY CAMP COORDINATOR*MOUNT PLEASANT REGIONAL CENTER FOR DEVELOPMENTAL DISABILITIES**1400 W. PACKARD, MT. PLEASANT, MI*

5/78 TO 8/78

Complete responsibility for administration and supervision of a staff of 25 undergraduate and graduate students in an on-grounds summer recreation program for more than 600 developmentally disabled residents: development of policies and procedures, coordination with center director in planning and execution of staff orientation and training, leading weekly staff in-service meetings, scheduling staff and residents, performance review and evaluation of staff, management of program budget, and facilitation of interface between the semi-autonomous camp program and the institutional superstructure

SENIOR THERAPIST, ADDICTION SERVICES DIVISION*ADAPT, INC., DES MOINES, IA*

9/76 TO 8/77

Clinical, case management, and administrative supervision of four outpatient counselors, programmatic and administrative planning and decision-making input at the department, division, and agency levels, and all duties outlined under Counselor III, below

COUNSELOR III, ADDICTION SERVICES DIVISION*ADAPT, INC., DES MOINES, IA*

10/75 TO 9/76

Outpatient counseling with chemically dependent clients, coordination of medication regimes with staff physician, monitoring of urinalysis results, high school peer counseling training, community education

EDUCATION/PREVENTION/TRAINING SPECIALIST*ADAPT, INC., DES MOINES, IA*

4/75 TO 10/75

Design, execution, and evaluation of training, informational, and educational programs in substance abuse, substance abuse prevention, and human behavior; facilitation of substance abuse prevention and high school peer counseling groups; grant proposal preparation

MIDDLE SCHOOL MATHEMATICS TEACHER*GILL/ST. BERNARD'S SCHOOL, BERNARDSVILLE, NJ*

9/70 TO 5/74

ASSISTANT BUYER; DEPARTMENT MANAGER*BAMBERGER'S NEW JERSEY, NEWARK, NJ*

6/68 TO 8/70