

Paul Langfield

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HUMANISTIC ORGANIZATIONAL DEVELOPMENT CONSULTANT

Leadership Profile

Recognized for empathic, **trust-based human leadership** in business environments ♦ Accomplished behavioral sciences **author** ♦ Seasoned, clinical supervisor, licensed **Psychotherapist** and certified Addictions **Counselor** ♦ Optimizing performance through **vision-driven management** ♦ Supporting talent development through **mentoring**, coaching, and **empowering diversity** ♦ Catalyst for positive **business transformation** ♦ Encouraging **long-term team stability** through effective communication, clear expectations, and mutual respect ♦ Strong **people, process, and technology** skills ♦ **Creative solutions** to complex business challenges

<i>Systems-based individual and group assessments and intervention</i>	<i>Supervision and coaching</i>
<i>Development and delivery of educational outreach programs</i>	<i>Curriculum authorship</i>
<i>Fostering psychological safety in group environments</i>	<i>Solution-focused counseling</i>
<i>Building and maintaining internal and external business relationships</i>	<i>Public speaking and teaching</i>
<i>Scholarly research and publication in the Behavioral Sciences</i>	<i>Executive corporate leadership experience</i>

Recent Business Experience

VICE PRESIDENT, INFORMATION TECHNOLOGY – DIRECTOR, INFORMATION TECHNOLOGY (2006- 2018) **McWhinney, Loveland CO**

Multi-state, Multi-billion-dollar Real Estate Investment, Development & Management Company

Provided executive leadership through multiple company growth phases, managed cross-functional teams in alignment with company principles and values, and optimized a \$1.4 million IT budget in a dynamic company experiencing a net employee increase of 292% during my tenure.

APPOINTED MEMBER, and VICE CHAIRMAN (2018 for a 2-year initial term) **Loveland Communications Advisory Board, Loveland, CO**

Appointed by Loveland City Council to a nine-member collaborative Commission to advise City Council on all issues and matters related to communications services, and to provide policy recommendations to the City Manager, and the Director of the Water and Power department. Elected Vice Chairman of the Board by board colleagues.

MANAGER, INFORMATION TECHNOLOGY – TECHNICAL INFRASTRUCTURE MANAGER (2002 – 2006) **Meretek Diagnostics, Inc., Lafayette, CO**

An FDA-Regulated Pharmaceutical Device Manufacturing/Sales Company with employees in 45 states

Led matrixed teams in the creation of an interactive, transactional web presence and a multi-year business intelligence initiative while restructuring the information management processes driving the face of the firm. Managed logistics of relocating and upgrading a legacy production IT infrastructure in a highly-regulated environment from Tennessee to Colorado.

Relevant Behavioral Science Skills and Experience

Systemic Assessment and Intervention

- Acted as the systems-intervention expert on collaborative teams of neuropsychologists, psychiatrists, occupational therapists, cognitive rehabilitation specialists, teachers, doctors, and others
- Provided effective systems-based family and individual diagnosis and treatment in three unique private practice settings
- Provided system-focused analysis, treatment planning, and therapeutic intervention, as part of an integrated therapeutic intervention team for an inpatient drug and alcohol treatment facility for convicted adolescents.

Evidence-based Teaching and Coaching

- In collaboration with Colorado State University, provided AAMFT-approved clinical supervision, mentoring, and coaching to CSU graduate students within their intern site environments
- In accordance with state requirements for Alcohol and Drug Abuse Division regulated agencies, provided clinical supervision, mentoring, and coaching to masters-level therapists, certified addictions counselors, and paraprofessionals in an in-patient environment
- Created and delivered presentations, training, and guest lectures on diverse topics for the State of Colorado, Colorado State Cooperative Extension, National Council on Family Relations, University of Northern Colorado, Colorado State University, and Loveland High School.
- Taught college students, developed and delivered educational outreach programs, performed original research, published in refereed journals, managed research projects, collaborated with local agencies, developed policies and manuals, presented at a national research convention, and coordinated the operations of the CSU family therapy clinic utilizing graduate students in training

Curriculum Development and Authorship

- Co-authored educational curriculum for state-wide Cooperative Extension program for parents
- Primary author of volunteer management manual and policies utilized at Cooperative Extension offices across the state of Colorado
- Authored other publications for non-professional audiences related to communication patterns, and interactions of archetypal roles within social systems

Behavioral Science Work History

LICENSED PSYCHOTHERAPIST - CONSULTANT - CLINICAL SUPERVISOR – LECTURER (8 years)
Rocky Mountain Neuropsychological Sciences, and Stonehorse Relationship Center, Fort Collins, CO

FAMILY THERAPIST – CERTIFIED COUNSELOR, CLINICAL SUPERVISOR (6 years)
Larico Center for Youth Addictions, Fort Collins, CO

RESEARCH FACULTY – TEACHING and RESEARCH ASSISTANT – CLINIC COORDINATOR – PROJECT COORDINATOR – VOLUNTEER COORDINATOR – AUTHOR (5 years)
Colorado State University, Fort Collins, CO

POST SECONDARY EDUCATION

Colorado State University	Master of Science	GPA: 4.0	<i>Marriage and Family Therapy</i>
Colorado State University	Bachelor of Science	GPA: 3.77	<i>Human Development / Psychology (double major)</i>
Front Range Community College	Associate of Applied Science	GPA: 4.0	<i>Computer Information Systems</i>

TRAINING, CERTIFICATIONS, and LICENSES

- ◆ Licensed Marriage and Family Therapist - State of Colorado Board of MFT Examiners (Lic. #262)
- ◆ Approved Clinical Supervisor - American Association of Marriage and Family Therapists
- ◆ Clinical Supervisor - Alcohol & Drug Abuse Division, Colorado Dept. of Human Svcs.
- ◆ Certified Clinical Hypnotherapist - The Wellness Institute, Seattle WA
- ◆ ITIL Foundations Certificate: IT Service Mgmt.- PeopleCert / Axelos
- ◆ Certified Systems Professional / Administrator - Microsoft (MCP, MCSA), Redmond WA
- ◆ Microsoft Networking Certificate - Front Range Community College
- ◆ Cisco Networking Certificate - Front Range Community College

Other leadership and business training: Project Management and Risk Management (George Washington University) ◆ CIO Boot Camp ◆ Strategic Management of Technological Innovation (MBA course- DeVry University ◆ Change Builders™ ◆ Groups Work™

Other Contributions:

- ◆◆ Panel Member: “The Changing Role of the CIO” – 2008 Executive Summit, Ritz Carlton, Denver CO
- ◆◆ Invited Speaker: “The Portal Evolution” – 2008 Executive Summit, Ritz Carleton, Denver, CO