

KENT E. WEBB, LCSW, PCC

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QUALIFICATIONS

- Professionally Certified Coach, with business consulting and leadership development experience related to individuals, corporations, and nonprofit organizations
- Chief Executive Officer (CEO) experience in the field of behavioral healthcare as co-owner of a Colorado statewide behavioral health provider network, and a Metro Denver behavioral health group practice consisting of 7 clinical service offices
- Senior Executive Team manager for areas of clinical service, contract management, provider recruitment, operations, finances, information technology, and marketing/advertising
- Clinical and Administrative supervisor of 30 mental health professionals, 7 administrative staff and a statewide 100 member, mental health, multi-disciplinary professional provider network
- Training services and educational presentations have been delivered to nonprofit community service agencies, national corporations, universities, and professional associations
- Public Service Leadership history as Board Chair and/or Board Member for 25 years to six organizations
- Licensed Clinical Mental Health, self-employed professional, providing psychotherapy and mental health coaching services to adults and families in a private practice setting

PROFESSIONAL EXPERIENCE (listed most recent to past)

WEBB Associates, LLC

A Professional Coaching, Consulting, and Leadership Development business that is inclusive and specializes in services for LGBTQ clients.

- **RESPONSIBILITIES: Executive Coach, Consultant, Leadership Development Specialist and Administrator** who provides state of the art services, develops and facilitates leadership training programs.
- **ACCOMPLISHMENTS:** Created and successfully launched a unique leadership training program, The Leadership*Edge*, that integrates basic leadership skills and competencies with other fields of science and human behavior such as neuroscience, evolution

and Bowen Family Systems Theory. A comprehensive, inclusive website was developed describing WEBB Associates services. Launched a pilot leadership project with the leadership team of The Center for Trauma Resilience, a nonprofit organization. Participated on a panel discussion at a national leadership conference hosted by the Bowen Center in Washington DC. Provided leadership training for the U. S. Department of Justice, Office of Victims of Crime to the state of Arizona.

The Practice of Inclusion, LLC

An inclusive, adult, individual and couples family psychotherapy and coaching practice with a specialty in providing service to the LGBTQ community. The practice serves as a referral resource for other health care practices and health care systems.

- **RESPONSIBILITIES: Psychotherapist and Mental Health Coach** who provides mental health assessments, treatment recommendations, treatment plans and psychotherapy services to clients; collaborates and coordinates, when appropriate, with other healthcare professionals involved in providing care to clients; and fulfills all administrative tasks (financial and marketing) associated with a private practice.
- **ACCOMPLISHMENTS:** Created a website identifying the inclusiveness of the practice; developed the respect of both clients and referral sources which is reflected in having a busy practice, and appreciated for being a publicly out gay therapist who has a specialty LGBTQ practice. Invited to make presentations at national conferences on the topic of the gay male's psychological development of self.

Denver Center for Trauma and Resilience, Community Alternatives Inc., Adams Dept. of Human Services Crisis Team, Jefferson Center for Mental Health Crisis Team

- **RESPONSIBILITIES: Consultant** providing team building and conflict resolution services to the above listed nonprofit agencies. Each agency delivers community mental health and counseling services to three large counties within the Metro Denver area.
- **ACCOMPLISHMENTS:** A new vision and mission statement and five year strategic plan was created and adopted by each agency that included 100% management and staff participation.

Healthcare Perspective - Department of Mental Health, District of Columbia, Washington DC

- **RESPONSIBILITIES: Trainer** who provided HIPPA Training to all of the Districts mental health outpatient centers' staff.
- **ACCOMPLISHMENTS:** Several hundred staff were trained over a 6 month period. The training received high satisfaction ratings from both the staff and the District of Columbia, Department of Mental Health.

Psychotherapy Provider Network, P.C., CEO, President and Principle

- **RESPONSIBILITIES:** **CEO** who was responsible for policy and clinical program development for a group mental health practice; provided oversight for a \$1,000,000 budget; oversaw the development of a customized, computerized patient data and information management program; Clinical Director and Supervisor for 30 Clinical and Administrative Staff providing service to 3,000 new clients per year; managed ten behavioral health contracts with national health plans ie, Kaiser Permanente, Blue Cross Blue Shield HMO of Colorado, Cigna, UnitedHealthcare, Humana, Coors Brewing Company, New West Physicians and Rose Family Medicine
- **ACCOMPLISHMENTS:** Started and developed a behavioral health outpatient managed care practice and state wide network at the beginning of national healthcare reform. Successfully negotiated, retained and managed for numerous years the contracts with the companies listed above. The client and business satisfaction ratings received from both clients and the health insurance companies were high.

Coors Brewing Company

- **RESPONSIBILITIES:** **Trainer** who developed and provided both Stress and Anger Management Classes to employees referred by Coors Management or the Coors Employee Assistance Program (EAP). As an EAP specialist, coaching services were provided to all Coors employees from senior leaders to production line specialists.
- **ACCOMPLISHMENTS:** Developed and provided 5 years of training classes. All aspects of both classes received high levels of satisfaction from both the participants, Coors Management and EAP. Also, relaxation and meditation CD's were professionally recorded at Coors Audio/Visual studio for the classes.

QWest Communications

- **RESPONSIBILITIES:** **Trainer** who developed a training program and provide training to employee groups that addressed corporate change and effective communication skills
- **ACCOMPLISHMENTS:** 100 employees were trained and high levels of satisfaction were received regarding the quality and usefulness of all aspects of the training.

University of Denver, School of Professional Psychology

- **RESPONSIBILITIES:** **Faculty** that developed and co-taught the Family Therapy Seminar and clinically supervised doctoral students in the program.
- **ACCOMPLISHMENTS:** Co-developed the course syllabus and co-instructed the course for 2 academic years. The course received high ratings of satisfaction from students.

Licensed Clinical Social Worker at the following organizations: Colorado Neuropsychological Associates, National Jewish Health, Adams Community Mental Health Center, Adams Department of Human Services-Senate Bill 26 Intensive Family Treatment Team, and Cleo Wallace Center for Children and Adolescents

- **RESPONSIBILITIES: Psychotherapist** that performed mental health assessments, developed treatment recommendations, and delivered psychotherapy services to clients in each organization
- **ACCOMPLISHMENTS:** Successfully participated on treatment teams and provided useful services to clients as evidenced by performance evaluations and client satisfaction instruments. At National Jewish Health, a biofeedback and a stress management program was established

EDUCATION

- **UCLA, Anderson School of Management, Executive Education, Multidimensional Leadership Institute Certificate**
- **Georgetown University, Department of Psychiatry, Georgetown Family Center, Special Postgraduate Training Program in Bowen Family Systems Theory,**
- **University of Kansas, Master of Social Work, School of Social Welfare**
- **University of Kansas, Bachelor of Music Education-Therapy (BME-T)**
- **University of Colorado, Stress Management and Biofeedback Training Program**

CERTIFICATIONS

- **Knowledge Based Coach Training Certificate**
- **Profession Certified Coach (PCC), The International Coaching Federation**
- **Birkman Certified Consultant**
- **NeuroOptimal Certified Practitioner**

LICENSURE

- **Licensed Clinical Social Worker (LCSW), State of Colorado**

NATIONAL AND STATE CONFERENCE PRESENTATIONS

- **The Bowen Center, “Evolution of Health Care”, Conference Organizer, Washington DC**
- **Western Pennsylvania Family Center, “The Gay Male Development of Self: A Bowen Theory Perspective” Pittsburgh, PA**
- **The Bowen Center, Annual Fall Symposia and Spring Conferences, on the topics of Homosexuality, Organizational Leadership and Anxiety, Crisis Management and Marital Therapy, Washington DC**

- **The Center for Family Consultation**, Annual Spring Meeting, Chicago, IL
- **National Managed Health Care Congress**
- **National Employee Assistance Association Annual Conference**
- **American Bar Association**
- **Colorado State Annual Mental Health Conference**

PUBLIC SERVICE

- **City and County of Denver, LGBTQ Commission**, Mayoral Appointment
- **The Murray Bowen Archives Project**, National Board of Directors member
- **The Alexander Foundation**, Board of Directors Co-Chairperson
- **GLBT Center of Colorado**, Co-Chair of Healthcare Committee
- **Denver Public Schools**, The LGBT Educational Advisory Council
- **Foothills Academy**, Chairman, Board of Trustees responsible for the oversight of a \$4,000,000 Capital Campaign, Vice President of Board Trustees
- **Centennial Peaks Hospital**, Board of Directors
- **Foothills Academy**, Chair of the Parents Association
- **Colorado Parents Association for Independent Schools**, Co-Chairperson

PUBLICATIONS

Titleman, P. and Reed, S. (Eds.) released in fall of 2018, *Chronic Illness and Death in the Family: Bowen Family Systems Theory Perspectives*, Chapter 11, Webb, K. "A Father's Early Death: A Family's Response"

Choice, 2016, Vol. 14, #2, "How Providers Become Leaders", Hildebrandt, T. and Webb, K

Comella, P (Ed.), 1995, *The Emotional Side of Organizations: Applications of Bowen Theory*, Webb, K., "The Influence of Anxiety within a Business"