

Clear Impact

Consulting Group Inc.

Dr. Joel Rothaizer, MCC

Chief Executive Officer

joel@clear-impact.com

clear-impact.com

T 877 430 0714

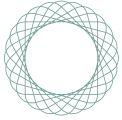
F 509 692 8297

A 1411 Loewen Court,
Edmonton AB, T6R 2X9

PO Box 1139
Boulder, CO, 80306

Education/Affiliations/Certification

- **Ph.D.**, Clinical/Community Psychology, Peabody College of Vanderbilt University, 1981
- **M.S.**, Clinical Psychology, University of Wisconsin, Oshkosh WI, 1978
- **B.A.**, Mathematics and Philosophy, with Distinction in All Subjects, Cornell University, 1974
- **Master Certified Coach**, International Coaching Federation
- **Certified Business Coach**, Corporate Coach University International
- **Licensed Psychologist**, Province of Alberta
- **Licensed Psychologist**, State of Colorado
- **Faculty**, Corporate Coach University International
- **Faculty**, University of Miami Professional Coaching Program
- **National Register of Health Service Providers in Psychology**
- **Professional Mentor Coach**, CoachInc.
- **Certified Facilitator**, The Coaching Clinic
- **Graduate**, Corporate Coach University, International
- **Graduate**, B\Coach Business Coach Training Program
- **Certified Riso-Hudson Enneagram Teacher**
- **Certified Holacracy Practitioner & Instructor**
- **Past President**, Edmonton Association of Professional Coaches
- **Member**, American Psychological Association
- **Member**, Canadian Psychological Association
- **Member**, Society for Industrial and Organizational Psychology



Dr. Joel Rothaizer, MCC

Chief Executive Officer

joel@clear-impact.com

clear-impact.com

T 877 430 0714

F 509 692 8297

A 1411 Loewen Court,
Edmonton AB, T6R 2X9

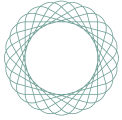
PO Box 1139
Boulder, CO, 80306

Partial List of Fortune 50, 500 and other clients

- Ledcor, Government of Alberta, General Electric, City of Edmonton, AT&T Bell Laboratories, Government of Canada (Western Economic Diversification), Ledcor, IBM, Skidmore Owings & Merrill (SOM), ADP, University of Calgary, HSBC, Hagemeyer, ATCO Structures & Logistics, Mellon, STARS, General Electric, Broadridge, Sanofi-Aventis, StorageTek, Alberta Federal Council, Ferrellgas, StorageTek, DoubleClick, Italian Centre Shop, Wide Open West (WOW!), Alberta Health Services, Los Alamos National Labs, Rehrig Pacific, Edmonton Police Service, Keystone Center for Public Policy, PeopleSoft, ABB, NeXstar Pharmaceuticals, Paradyne, Boeing, STV, Proligo, Nature Conservancy, Community Food Share, Emergency Family Assistance, Boulder Ballet, Friends School and Grant MacEwan College.

Selected Work Experience

- **CEO**, Clear Impact Consulting Group, Inc. (1999 - present) and President, Clear Impact Consulting Group (Canada) (2001 - present)
 - Co-owner of consulting company providing organizational effectiveness services to organizations throughout North America.
 - Executive coaching
 - Development of high performance organizational cultures
 - Leadership development
 - Team building
 - Employee engagement/retention
 - Performance management



Dr. Joel Rothaizer, MCC

Chief Executive Officer

joel@clear-impact.com

clear-impact.com

T 877 430 0714

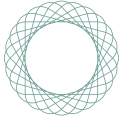
F 509 692 8297

A 1411 Loewen Court,
Edmonton AB, T6R 2X9

PO Box 1139
Boulder, CO, 80306

Selected Work Experience (*continued*)

- **Faculty and Mentor Coach**, Corporate Coach University International (1999 – present)
 - Classes taught include Executive Coaching, Language of Coaching, Coaching Conversation, Coaching Competencies, Questioning, Listening, Messaging, and Coaching Foundations
 - Introduced systems thinking and other unique perspectives into course curriculum, broadening the education and potential impact of a large number of corporate coaches
 - Coaches have given consistent feedback about the significant impact of these courses on their overall effectiveness; many report that these were the most powerful and useful courses they have taken
 - Mentor Coach for more than 60 coaches
- **Faculty**, University of Miami Coach Certificate Program (2011 – present)
 - Teaching in the beginning and advanced coach certificate programs
- **Executive Coach**, Government of Alberta (2011 – present)
 - Executive Coaching
- **Executive Coach**, Alberta Health Services (2011 – present)
 - Executive Coaching
- **Senior Consultant**, Right Management Associates (2001 – present)
 - Executive Coaching
- **Senior Consultant/Executive Coach**, Organizational Systems (1994 –1999)
 - Management consulting, leadership development, and executive coaching



Dr. Joel Rothaizer, MCC

Chief Executive Officer

joel@clear-impact.com

clear-impact.com

T 877 430 0714

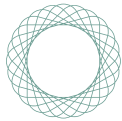
F 509 692 8297

A 1411 Loewen Court,
Edmonton AB, T6R 2X9

PO Box 1139
Boulder, CO, 80306

Selected Work Experience (*continued*)

- **Associate**, Crisis Management International, Inc/Crisis Care Network. (1999 – present)
 - Trained in Corporate Crisis Intervention and Corporate Threat of Violence Intervention
 - Provided crisis services to many New York City organizations around Ground Zero directly after September 11th
- **Clinical Psychologist**, Private Practice, Boulder CO (1992 –2002)
 - Individual, couple, and family therapy
- **Clinical Psychologist**, Private Practice, Colorado Springs CO (1991 - 1994)
 - Individual, couple and family therapy; psychological assessment
- **Center Director**, Colorado Bodyne, Colorado Springs CO (1989 - 1991)
 - Center Director/Clinical Director of Southern Colorado (serving 60,000 members)
 - Clinical operations manager with responsibilities including external/internal systems, quality assurance, utilization review, personnel, hospital utilization, and budgetary compliance
- **Staff Psychologist**, American Bodyne Institute, Phoenix AZ (1989)
 - Individual, couple, group, and family psychotherapy
- **Clinical Psychologist**, Human Development Associates, Wellesley MA (1988 - 1989)
 - Individual and family treatment of children, adolescents, and adults with presenting problem of chronic underachievement



Dr. Joel Rothaizer, MCC

Chief Executive Officer

joel@clear-impact.com

clear-impact.com

T 877 430 0714

F 509 692 8297

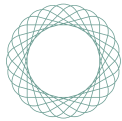
A 1411 Loewen Court,
Edmonton AB, T6R 2X9

PO Box 1139

Boulder, CO, 80306

Selected Work Experience (*continued*)

- **Clinical Psychologist**, Private Practice, Newton MA (1987 - 1989)
 - Individual and couple psychotherapy
- **Clinical Psychologist**, Partner, Institute for Motivational Development, Wellesley MA (1986 -1988)
 - Individual and family treatment of children, adolescents, and adults with presenting problem of chronic underachievement
- **Clinical Psychologist**, Private Practice, Nashville TN (1981 -1984)
 - Individual, couple, and family therapy
 - Psychological and psychoeducational assessment
- **Clinical Psychologist**, Columbia Area Mental Health Center, Columbia TN (1981 -1984)
 - Individual, marital, family, and group psychotherapy
 - Psychological, neuropsychological, psychoeducational, and forensic assessment
 - Alcohol and Drug Coordinator, 1981-1982
 - Supervision and training of practicum students and staff clinicians
 - Director, Adventure Counseling Program for adolescents
- **Adjunct Faculty**, George Peabody College of Vanderbilt University, Department of Human Development Counseling (1983- 1985)
 - Clinical supervision of graduate students, particularly in family therapy
- **Psychological Examiner**, Human Development Associates, Nashville TN (1979 -1980)
 - Evaluation of adults and adolescents in correctional facilities
 - Evaluation of dual-diagnosed residents of state mental institutions
 - Program evaluation



Dr. Joel Rothaizer, MCC

Chief Executive Officer

joel@clear-impact.com

clear-impact.com

T 877 430 0714

F 509 692 8297

A 1411 Loewen Court,
Edmonton AB, T6R 2X9

PO Box 1139

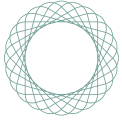
Boulder, CO, 80306

Selected Work Experience (*continued*)

- **Research Assistant**, Instrumental Enrichment Program, John F. Kennedy Center, George Peabody College of Vanderbilt University, Nashville TN (1979 –1980)
 - Program evaluation of Instrumental Enrichment, a project for imparting learning-to-learn skills
- **Psychological Examiner**, Luton Mental Health Center (Nashville TN, 1979)
 - Personality and intellectual assessment
- **Graduate Assistant**, University of Wisconsin-Oshkosh (1977 –1978)
 - Teaching and supervision of graduate students in intelligence testing
 - Teaching and supervision of undergraduates in an experimental psychology laboratory
- **Assistant Director**, Residential Facility, Ithaca Alpha House Center, Trumansburg NY (1974 –1976)
 - Supervision and training of counselors in a substance abuse therapeutic community
 - Group, individual, and family therapy
- **Counselor and Trainer**, Main Line, Ithaca NY (July 1973 – September 1975)
 - Short-term and crisis counseling, and training of counselors

Predoctoral Internship

- **University of Alabama - Birmingham Medical School**, Smolian Psychiatric Clinic, Birmingham AL, 1980-1981 (APA approved)



Dr. Joel Rothaizer, MCC

Chief Executive Officer

joel@clear-impact.com

clear-impact.com

T 877 430 0714

F 509 692 8297

A 1411 Loewen Court,
Edmonton AB, T6R 2X9

PO Box 1139

Boulder, CO, 80306

Publications

- Stein, Z., Dawson, T., Van Rossum, Z, Rothaizer, J & Hill, S. *Virtuous Cycles of Learning: Using Formative, Embedded and Diagnostic Developmental Assessments in a Large-Scale Leadership Program*. Journal of Integral Theory and Practice, June 2014, 9(1), 1-11.
- Rothaizer, J. M. & Hill, S. L. *What is an adequate knowledge base for executive coaching?* International Journal of Coaching in Organizations, 2010, 8(1), 40-58.
- Rothaizer, J. M. & Hill, S. L. *Coaching and the unconscious*. International Journal of Coaching in Organizations, 2009, 7(3), 55-72.
- Rothaizer, J. M. *What's the point? Freedom, bondage, and the enneagram*. Enneagram Monthly, 1997, 3(4), 1, 16-18
- Rothaizer, J. M. *All rules are excuses*. The Arizona Light, 1989, 11(9), 12
- Rothaizer, J. M. *Motivation and frustration*. The Arizona Light, 1989, 11(8), 18
- Rothaizer, J. M. *Relationship insight: The illusion of the distancer and the pursuer*. The Arizona Light, 1989, 11(7), 13.
- Rothaizer, J. M. *The art and power of positioning*. The Arizona Light, 1989, 11(5), 7
- Rothaizer, J. M. *Mental patients' access to their records: Fact and fiction*. Bulletin of the American Academy of Forensic Psychologists, 1982, 3, 1-2
- Rothaizer, J. M. *A typological study of substance abusers using the MMPI*. Journal of Clinical Psychology, 1980, 36, 1019-1021
- Rothaizer, J. M. *What is an adequate knowledge base for clinical psychology?* American Psychologist, 1979, 34, 717-719