

Russ Bloch, MSW, MBA

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EDUCATION

THE UNIVERSITY OF NEW HAMPSHIRE (WHITTEMORE SCHOOL OF BUSINESS AND ECONOMICS)		
<i>Master of Business Administration</i>		1997 – 1999
THE SIMMONS SCHOOL OF SOCIAL WORK		
<i>Master of Social Work (clinical)</i>		1988 – 1990
HARVARD UNIVERSITY		
<i>A.B., Psychology and Social Relations, cum laude</i>		1980 - 1984

EXPERIENCE

<i>Bear Clan, LLC</i>	<i>Chief</i>	2014 - present
<ul style="list-style-type: none">▶ Organizational and Personal Consulting.▶ Author of <i>Becoming Centered: A Field Guide to Self-Counseling</i>.▶ Host of The Becoming Centered Podcast.▶ Author of the informational website: www.BearClanllc.com.		
<i>Wediko Children Services</i>	<i>Clinical Consultant</i>	1/20 – 9/20
<ul style="list-style-type: none">▶ Consult on leadership and clinical teams; provide group, individual, family therapy.		
<i>Wediko Children Services</i>	<i>Senior Clinical Supervisor</i>	6/16 – 8/19
<ul style="list-style-type: none">▶ Supervision of residential and educational paraprofessionals, and master's-level interns.▶ Program development for a clinical unit consisting of emotionally disturbed and neurologically disordered students.▶ Facilitate and provide family, group, and individual therapy.▶ Develop individual treatment plans and group treatment structures.		
<i>Spaulding Youth Center</i>	<i>Clinician</i>	2007 - 2014
<ul style="list-style-type: none">▶ Conducted individual and group therapy for emotionally disturbed and neuro-behaviorally disordered school-age children.▶ Coordinated with and coached educational and residential staff on effective behavior management and cognitive change techniques.		
<i>Independent Consultant</i>		2006 - 2007
<ul style="list-style-type: none">▶ Assisted nonprofit organizations in grant proposal writing, grant research, outcome assessment, board development, information systems, and executive coaching.▶ Coached business unit leadership teams through a cultural shift toward increased attention to marketing and relationships with referral sources. Presented recommendations for a long term, corporate-wide strategic plan, and a full marketing strategy for one business unit.▶ Authored operational and therapeutic guidelines for an architecturally secure psychiatric diagnostic center for teenagers.▶ Assisted for-profit organization in redesign of data collection and information system.		
<i>The Friends Program</i>	<i>Associate Executive Director</i>	2000 - 2006
<ul style="list-style-type: none">▶ Provided leadership in administration, clinical oversight, and program design for agency operations including youth mentoring, emergency family shelter and homeless services, foster grandparent program, and interfaith caregiver program. Success at capacity building led to winning The Corporate Fund's 2003 "Walter J. Dunfey Award for Excellence in Management."		

- ▶ Designed and lead Strategic Planning for all programs – increased number of clients served from 750 to 4,000 and number of volunteers from 250 to over 900.
- ▶ Served as Chief Grant Researcher and Writer – increased grant support from \$600,000 to \$1,300,000 annually.
- ▶ Developed Quality Assurance, Constant Quality Improvement, and Program Evaluation systems for all programs.
- ▶ Designed Management Information Systems and provided Computer Support Services. Served as Human Resources Manager.
- ▶ Provided oversight and support to central office operations and to the development office.

Easter Seals of New Hampshire *Case Reviewer* 1999 - 2000

- ▶ Performed federally mandated administrative and clinical reviews of NH Division of Children, Youth, and Families cases involving children living in foster homes and residential programs.

Odyssey House of NH *Director of Programs* 1990 - 1995

- ▶ Reengineered three business units, including the company's flagship operation.
 - Led organizational change from a divisional structure to an interdisciplinary team structure.
 - Designed and integrated an innovative new service program providing home-based counseling and aftercare services.
 - Developed policies and procedures resulting in accreditation by the Council on Accreditation for Children and Family Services (COA).
- ▶ Managed financial turn-around of three business units.
 - Installed financial controls; stabilized cash flow by dramatically increasing utilization rates; expanded and strengthened revenue base through State, Federal, and private grants and through accreditation as Medicaid and private insurance provider.
- ▶ Managed \$800,000 renovation of two agency facilities.
- ▶ Developed programming integrating residential treatment, individual, group, and family therapy, substance abuse prevention and treatment, Special Education accredited schooling, and aftercare services.
- ▶ Designed management information systems for case management and operating revenue.
- ▶ Managed sixty employees with direct supervision of professional staff.
- ▶ Started agency's first parent support group; facilitated individual, group, and family therapy sessions; led multi-day intensive ("marathon") group therapy sessions; led multi-day therapeutic field trips.

Germaine Lawrence School, Inc. *Therapist* 1989 - 1990

- ▶ Conducted individual, sibling, group, family therapy, and parenting groups.

Faulkner Hospital *Therapist* 1988 - 1989

- ▶ Conducted assessments for the inpatient unit and facilitated family therapy.
- ▶ Facilitated group therapies and provided individual therapy for the day hospital program.
- ▶ Provided individual therapy as part of the outpatient social services clinic.

Germaine Lawrence Intensive Treatment Program *Residential Director* 1985 - 1988

- ▶ Designed treatment components, quality control procedures, and oversaw daily program operations for start-up architecturally secure psychiatric unit serving teenage girls.
- ▶ Developed policies and procedures resulting in accreditation by the Joint Commission on Accreditation of Healthcare Organizations and accreditation by the Council on Accreditation for Children and Family Services.
- ▶ Weekly individual and group supervision of shift supervisors.
- ▶ Designed and led weekly in-service trainings.

McKinley Elementary School *Assistant Teacher* 1984 – 1985

- ▶ Provided group and individual instruction to sixth grade special education classroom.
- ▶ Introduced cognitive-behavioral contracts and other behavior management techniques to this start-up program.
- ▶ Taught computer skills to grades one through six.

Wediko Children's Services

Supervisor

Summers: 1982 – 1985, 1988, 1990

- ▶ Supervised two groups of behaviorally disordered, emotionally disturbed children.
- ▶ Coordinated Adolescent Program consisting of 65 teenagers.

TRAINER EXPERIENCE

Seminar Leader

- ▶ Effective Staff Supervision: A Competence Building Course for Supervisors and Middle Managers (3 day program).
- ▶ Led and designed numerous training seminars including: mediation, negotiation, non-violent physical intervention, cognitive-behavioral contracts, limit setting, and problem solving.
- ▶ Presented at national conferences on youth mentoring hosted by the US Department of Juvenile Justice and the US Department of Education.

PROFESSIONAL LEADERSHIP

President, New Hampshire Coalition to End Homelessness

- ▶ Served as Chief Governance Officer and provided leadership for Board Development.
- ▶ Led redesign of the organization's bylaws.

President, New Hampshire Partners in Service for Children, Youth, and Families

- ▶ Led educational efforts with State government and State agencies.
- ▶ Championed system for member agencies to directly bill Medicaid, thereby diversifying revenue streams and shifting cost burden from the State to the Federal level.
- ▶ Increased membership by 30%, resulting in membership representing over 97% of the NH Division of Children, Youth, and Families contractor / provider budget.

Director-at-Large, New Hampshire Group Home Association

- ▶ Chaired committee that redrafted association by-laws to authorize an expanded mission.
- ▶ Chaired legislative committee; tracking bills, coordinating testimonies and other efforts.

COMPUTER and OTHER SKILLS

- ▶ Systems Analyst skills in Visual Basic, Relational Databases, Excel.
- ▶ Advanced skills in Windows operating systems, in multiple Microsoft Office products (Word, Excel, PowerPoint, Publisher, Outlook), and in various utility programs.
- ▶ Skilled at website design and management, Internet-based and general research methods.