

John Patrick Fennig, Ph.D., L.P.

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Professional Profile

Capable executive level manager and consultant who leads large projects and produces significant results through teams within and across business functions. Special skills and interests working with the gifted/talented and high potential leaders of medium and large organizations, family-owned companies, and entrepreneurial start-ups. Industry interests include professional services, healthcare, high technology, education and government. Particular expertise and interest since 1994 using the internet as a tool in the delivery of services to clients.

Professional work since 1982, using the following:

- **Leadership Skills:** Demonstrated record achieving results as founder and leader of several businesses. Able to work closely with and through others to implement positive change and accomplish objectives across strategy, people and technology.
- **Consulting Skills:** Effective advisor, facilitator, and expert resource who adds measurable value for teams and their projects.
- **Thinking Skills:** Exceptional individual contributor to and facilitator of team-based strategic planning, problem-solving, decision making and creative solution generation.
- **Technical Skills:** Significant credentials and experience applying the science of psychology, practice of business and computer/internet technology. Designs, delivers and manages best in class tools for:
 - Organization Development
 - Change Management
 - Assessment, Measurement and Analysis
 - Selection and Staffing
 - Performance Management
 - Human Resource Development
 - Career Development
- **Professional Supervision Skills:** Experienced supervisor of the professional consulting work of pre and post licensure psychology students and consulting psychology professionals.
- **Psychological Scientist/Practitioner Skills:** Licensed organizational consulting psychologist whose work is guided by the science and art of organizational and counseling psychology.

Education

- Ph.D.** The Ohio State University. Program in Counseling Psychology (APA Approved). Licensed December 13, 1991 (Minnesota License: LP 0397).
- M.A.** The Ohio State University. Counseling Psychology (APA Approved).
- B.A.** Saint John's University. Psychology. (Minors: Philosophy and Spanish).

Consulting Experience

- 1991 to Present** **Managing Partner.** DRI Consulting, North Oaks, Minnesota.
- Founder of an organization and human resource development consulting firm. Delivers information-based organization development, executive coaching and leadership training to organizations and individuals. Specialize in integrating strategic planning, people factors and technology. Provide comprehensive, intensive services to emerging and entrepreneurial businesses and work teams. Firm offers professional training to graduate, undergraduate and high school students in organizational consulting psychology.
- 1994 to 2001** **Board of Directors.** Northern Alternative Energy, Inc., Minneapolis, Minnesota.
- Provide Board level oversight to an independent power producer. NAE is a developer and generator of electrical power through wind technology. In this role, provide expertise in general business strategy, small business start-up and human resource development.
- 1991 to 1995** **Chief Executive Officer.** Developmental Resources, Inc., Edina, Minnesota.
- Co-founder of a general business consulting firm and small business incubator. Managed office operations, marketed services and products to clients, advised each emerging business in the areas of strategy, operations, marketing and professional skill development. Generated over one million dollars in combined business activity in the first two years of operation. Successfully launched several businesses.
- 1993 to 1997** **Board of Directors.** QualityCare™ Inc., St. Paul, Minnesota.
- Founder and director of a psychological services and mental health care network with over 200 providers and clinics. Providing marketing, practice development, and research and evaluation services to clinics. Forming direct partnerships with payers, patients and healthcare providers.

1989 to 1992 **Staff Consultant.** Personnel Decisions, Inc., Minneapolis, Minnesota. Provided a broad range of assessment based organizational consulting to Fortune 1000 companies nation-wide. Delivered management skills and professional development courses. These included:

- Performance Management
- Project Management
- Emerging Manager Skills
- Internal Consulting Skills
- Selection Interviewing
- Special Topics for Managers

Created customized training and assessment programs for in-house and public program delivery. Conducted individual assessments for the selection and development of managers and key contributors. Provided individual coaching for effectiveness (ICE). Assisted in large scale organizational development projects and team building.

1988 to 1989 **Adjunct Management Consultant.** MDA Consulting Group, Inc., Minneapolis, Minnesota.

Assisted in implementing assessment centers for managers and sales personnel in a large bank acquisition. Provided career counseling and performance coaching. Assisted in the creation of job descriptions and the clarification of roles for the administrative staff of a medium-sized health care system. Developed and facilitated off-site group process and meeting management workshops.

1986 to 1987 **Research Consultant.** Department of Child Psychiatry, The Ohio State University Hospitals-Upham Hall.

Assisted with a study on Separation Anxiety Disorder and School Phobia. Scored and coded the Personality Inventory for Children, Family Environment Scale, State/Trait Anxiety Scale and Stressful Life Events Survey. Conducted 100 follow-up phone interviews.

1985 to 1987 **Training Consultant.** Ohio Department of Education-Office of Sex Equity, Columbus, Ohio.

Developed educational manuals and conducted training workshops for elementary and secondary school teachers, counselors and administrators on issues of sex-role stereotyping and socialization. Expanded participants' awareness of biases and behaviors through participatory exercises.

1984 to 1985 **Staff Consultant.** Management Consulting Services, Price Waterhouse, Columbus, Ohio.

Developed a users' training program In conjunction with the design of a large, computerized financial management system for the Department of Defense. This program involved both classroom-based and computer-

based courses (Phoenix authoring language) for system operations. Wrote a job performance manual for system users. Performed an employee satisfaction/qualification study for a major client. Interviewed and selected staff in a nation-wide search as part of a multi-million dollar training project for the Department of Defense. Wrote user's manuals for various software packages.

Supervision Experience

1994 to Present **Psychology Supervisor.** DRI Consulting, North Oaks, Minnesota.

Provide supervision for graduate students through practicum, pre-doctoral and post-doctoral traineeships offered by the firm. Specialize in psychology-based organization and human resource development consulting. Have supervised and trained over 30 students since 1994.

1991 to 1995 **Managing Partner and Supervisor to New Consultants.**
Developmental Resources, Inc. and DRI Consulting, Minneapolis, Minnesota.

Founded and managed a business incubator and cooperative professional services firm with revenues in excess of a million dollars. Helped launch several new businesses.

1987 to 1988 **Graduate Psychology Practica Supervisor.** University Counseling Services, University of Minnesota.

Provided group and individual supervision to six graduate students over three quarters, four to eight hours per week. Received ongoing supervision training. Had primary responsibility for planning and directing the practicum experience during one academic quarter.

1986 **Graduate Psychology Practica Supervisor.** Student Consultation Service, Ohio State University.

Individually supervised five beginning and advanced graduate students. Observed and supervised 70 sessions directly. Trained in a two quarter supervision course.

Counseling Experience

1991 to Present **Career Consultant.** DRI Consulting, Minneapolis, Minnesota.

Providing career counseling through a three-stage model of career decision making. Specialize in senior management and professional outplacement and career management services. Expertise in new business start-ups.

- 1989 to 1990** **Career Counselor.** College of St. Thomas, St. Paul, Minnesota.
Provided career counseling, testing and interpretation to alumni population. Facilitated a job transition skills workshop.
- 1987 to 1989** **Alcohol and Other Drug Counselor.** College of St. Thomas, St. Paul, Minnesota.
Provided individual counseling, assessment and referral for issues relating to alcohol and drug abuse, from a live-in, residence hall position. Developed and advised a chemical abuse peer counseling program. Trained para-professionals, student leaders and staff on alcohol and drug related issues.
- 1985 to 1987** **Emergency Services Counselor.** Southeast Community Mental Health Center, Columbus, Ohio.
Had contact with about 270 clients for 520 hours. Received 80 hours of supervision and training. Provided crisis interventions, diagnosed mental status, offered supportive counseling, assisted in managing clinical cases, located community resources, made referrals and assisted in evaluation for hospitalization. Client concerns included suicidal ideations and behavior, domestic violence, substance abuse, depression, psychosis, relationships, AIDS.
- 1987** **Crisis Stabilization Specialist.** Carpenter House, Columbus, Ohio.
Provided counseling and supervision for residents of a mental health crisis stabilization unit. Taught basic living skills.
- 1984** **Substance Abuse Counselor.** Maryhaven Regional Alcoholism Center, Columbus, Ohio.
Met with ten clients for a total of 24 hours. Trained extensively to staff the Alternatives to Impaired Driving Substance abuse program, a court-ordered program for those convicted of DWI. Provided individual and group counseling and assessment.

Related Professional Experience

- 1983 to 1984:** **Academic Advisor.** University College, The Ohio State University.
1985 to 1987
Served as an academic advisor for about 700 undergraduates in the undecided (1986-87), business (1985-86) and pre-medical (1983-84) curricula. Met with students, conveyed academic information, monitored personal academic programs and enforced standards. Facilitated major career exploration, long-range academic planning, values clarification and goal-setting. Interpreted career test results. Counseled students

with personal problems affecting academic success. Performed administrative procedures.

1982 to 1983 **Assistant Director.** Park/Stradley Residence Halls, The Ohio State University.

Assisted in the operation of a large, coed residence complex. Trained and supervised 24 paraprofessionals, counseled students, advised student groups and planned programs.

1981 to 1982 **Resident Assistant.** Saint Thomas Hall, Saint John's University, Collegeville, Minnesota.

Served as immediate resource and authority for 100 male freshmen. Provided programming, individual counseling and ongoing support.

1980 **Interpreter and Social Caseworker.** The United States Catholic Conference of Bishops, Fort McCoy, Wisconsin.

Interviewed Cuban refugees, generated case files, maintained contact with Catholic social service agencies in Wisconsin, assessed sponsorship offers and matched Cuban refugees and families with compatible sponsors. Maintained extensive contact with the refugees by working and living on-site. Acted as liaison for Bishop of La Crosse diocese.

Academic Teaching Experience

1994 to present **Graduate Practicum, Pre-Doctoral and Post-Doctoral Trainer.**
(several schools including the University of St. Thomas, Argosy, University of Minnesota, Illinois School of Professional Psychology, Alliant University, Capella University and several others.

Provide formal traineeships and in-depth supervision and instruction in the practice of organizational consulting psychology. Curriculum is now based on the Guidelines for Education and Training at the Doctoral and Postdoctoral Level, a product of the Society of Consulting Psychology of the American Psychological Association.

1997 to 2000 **Instructor.** Metro State University, St. Paul, MN.

Designed and taught a web-based individualized study course, an introduction to I/O psychology called HRM 330, for the University. Regular guest speaker in the classroom-based version of this course, 1998 to present.

- 1993** **Instructor.** University of St. Thomas, St. Paul, MN.

Designed and taught “The Psychology of Trading”, a hands-on course about the strategies of successful futures trading.
- 1987** **Instructor.** Department of Psychology, The Ohio State University-Lima Campus.

Flew to branch campus to teach Introduction to Psychology to non-traditional (evening) students. Selected textbook, developed syllabus, wrote lectures, conducted class, ran experiential exercises, created exams and graded students’ work.
- 1986** **Instructor.** Department of Psychology, Ohio Dominican College, Columbus, Ohio.

Taught Introduction to Psychology. Developed syllabus, wrote lectures, conducted classes, facilitated experiential exercises, created exams and graded students’ work.
- 1983 to 1987** **Instructor.** University College, The Ohio State University.

Taught University Survey, a college coping and career development course for first quarter students. Have taught 5 courses to about 250 students. Developed the syllabi, lectured and facilitated structured group experiences.
- 1980-1981** **Teaching Assistant.** Department of Philosophy, Saint John’s University.

Assisted in the design and presentation of Introduction to Philosophy courses. Lead discussion groups, read and graded personal journals.
- 1978** **Teaching Intern.** Red Cloud Indian Missions, Pine Ridge, South Dakota.

Specially selected from my class to teach learning disabled Oglala Sioux Indian children. Lived on the reservation and participated in many events.

Awards and Recognitions

August 2008: Given Fellow Status in the American Psychological Association, Division 13: Society of Consulting Psychology.

August 2006: Personal Commendation for Katrina Relief Work

Dr. Fennig is given the Exemplary Impact Commendation by the Society of Consulting Psychology, for work chairing the Katrina Aid and Relief Effort (KARE) and service to Katrina-affected organizations in the Gulf. In addition to year-long efforts in service to the region, KARE spent a week recently in New Orleans working with over 40 managers and 20

organizations. KARE clients include the LA-SPCA, Audubon Institute (zoo, aquarium), and City of New Orleans/Police Department.

May 2007: Team/Society Commendation by the State of Louisiana for Katrina Relief Work Societies of Industrial Organizational Psychology (SIOP) and Society of Consulting Psychology (SCP) get commendation from the State of Louisiana. Dr. Fennig coordinates the Katrina Aid and Relief work being done currently by 6 project teams and over 20 volunteers supported by both Societies.

January 2003: Dr. John Fennig appointed to Society of Consulting Psychology (a division of APA) Presidential Task force on Training and Education.

Winter 1998 and 1999: Appointed to the City of Edina Health Advisory Board. Edina, MN.

Professional Affiliations

American Psychological Association, 1983 to present. Specific Division membership:

- 13 –The Society of Consulting Psychology
- 14 - Industrial/Organizational
- 17 - Counseling Psychology

American Society for Training and Development-Minnesota chapter (ASTD), 1985 to present.

Society of Psychologists in Management (SPIM), 2007 to present

Twin Cities Human Resources Association (TCHRA), 1998 to present

Volunteer Activities

- Society of Consulting Psychology Education and Training Committee Mentor
- 2009 Society of Consulting Psychology/Society of Psychologists in Management Mid-Winter Conference Co-Chair
- St. John in the Wilderness – Vestry Member and Stewardship Chair
- Junior Girl Scout Troop 685 Co-Leader