

Summary

Steve has served as a teacher, author, consultant, human resources director, health care administrator, and licensed clinical social worker since 1977, providing education, executive coaching, and team development services to thriving businesses and organizations internationally. Steve is the author of *Team Clock: A Guide to Breakthrough Teams*, *Useful Pain: Why Your Relationships Need Struggle*, *The 4 Stages of a Team: How Teams Thrive...and What to do When They Don't*, *Interpersonal Assessment Action Workbook*, and co-author of *Elevating Your Kid's Growth: The Family Environmental Assessment Tool*. Steve is the CEO of the Team Clock Institute, LLC, and the Executive Director of the Midwest Institute & Center for Workplace Innovation, LLC. Steve teaches on the faculty of the Center for Professional Excellence at Elmhurst College where he earned the President's Award for Excellence in Teaching.

Education

Loyola University of Chicago
Chicago, Illinois
M.S.W. awarded 5/82

Received Academic Excellence Award in 1982. Received 1982 Student Writing Award for "An Exploratory Study in Partial Hospitalization."

DePauw University
Greencastle, Indiana
B.A. awarded 5/77

Published "Motion Parallax in Depth and Movement Perception" in the Bulletin of the Psychonomic Society (1978, Vol. 12, pp. 349-350).

Professional Experience

2010-Current

Founder, CEO

Team Clock Institute, LLC

The Team Clock Institute offers assessment, training, and consulting services to teams in business, education, sports, and community settings. Anchored in the book, *Team Clock: A Guide to Breakthrough Teams*, leaders are empowered to optimize effective team development. Team Clock assessments yield targeted data and actionable strategies creating measurable results aligned with business objectives. Executive oversight of a team of certified consultants and a broad array of services includes:

- Online assessment of team strengths, weaknesses, consensus, and disparity in 10 key domains.
- Comprehensive training in the key elements of team and organizational effectiveness.
- Cultural transformation, merger/acquisition, and strategic planning facilitation.
- Leadership coaching.

1984-Current

Executive Director

Midwest Institute & Center for Workplace Innovation, LLC

The Midwest Institute & Center for Workplace Innovation, LLC provides assessment, advising, counseling, coaching, consultation, and training services to individuals, families, groups, and organizations interested in optimizing health.

Executive oversight of a team of licensed health care professionals and a broad array of services includes:

- Professional development workshops, seminars, retreats, and keynote presentations.
- Workplace outcome measurement, cultural health assessment, and change readiness evaluation.
- Professional consultation, team building, career coaching, leadership development, and transition management services.
- Individual, marital, family and group psychotherapy, assessment & referral services. Over 15,000 clinically supervised direct practice hours.

1999-Current

Adjunct Professor, Center for Professional Excellence, Sociology Department Elmhurst University

Currently teaches Professional Foundations for Career Development (CPP 299) through the Center for Professional Excellence. Previously taught Introduction to Social Work (SOC 303), Social Work with Individuals and Families (SOC 404), and Social Work with Groups and Communities (SOC 406) through the Sociology Department. Supervised twenty-five student internships between 2004 and 2014 (SOC 492). Received President's Award for Excellence in Teaching in 2000 with subsequent nominations in 2005 and 2010.

2008-2017

Board of Directors

Pillars

Pillars is a not-for-profit social service organization formed through the merger of Community Care Options and Pillars Community Services. Pillars keeps our communities healthy and strong by providing quality, community-based services for over 10,000 individuals and families annually who are facing challenges and crisis. Pillars utilizes a community wraparound approach, offering a wide spectrum of fully-integrated, research-informed services and best-practice methodology. Chaired the Program Committee and sat on the Executive, Advocacy, and Human Resources Committees.

2006-2010

Senior Vice President, Director of Human Resources

Leaders Bank

Served as the chief culture officer for the financial services organization named the #1 Best Place to Work in Illinois in 2006, Chicago's 101 Best & Brightest in 2008 and 2009, and the APA Psychologically Healthy Workplace Award and Best Practice winner in 2010. Directed recruitment, retention, organizational development, training, career path advising, compensation, benefit administration, professional development, employee relations, and team building.

2002-2006

Director, Patient Service Operations

Advocate Lutheran General Hospital

As Fellow of the American College of Healthcare Executives, maintained leadership accountability for a broad portfolio of integrated clinical and support services including neuroscience, outpatient ambulatory care, food and nutrition, volunteer services, guest services, patient transportation, social work, environmental services, inpatient psychiatry, neuropsychology, and outpatient behavioral health. Responsible for 520 FTE employees, \$11M in revenue and \$17M in expenses. Responsible for the business product lines for the Sleep Lab, Pain Clinic, Outpatient Care Center, and Behavioral Health. Assumed interim role of Director, Radiology and Imaging Services in 2004 with a focus on physician relations and system integration. Leadership in ALGH MVP Integration Team cultural competency and health literacy initiatives. Led the Smoke-free LGH initiative resulting in Advocate's first totally smoke-free campus in January 2005. Selected for the Summit Leadership Program recognizing the top 5% of Advocate Health Care associates.

2000-2001

Director of Operations, Behavioral Health and Clinical Support

Advocate Lutheran General Hospital

Administrative responsibility for behavioral health, social work, addictions, neuropsychology, neurosciences, outpatient care, pain services, children's day care, Laureate Day School, and medical records. Responsible for 350 FTE employees, \$3M in revenue and \$5M in expenses. Provided mentorship through the Advocate Exceptional Leaders Program.

1998-2000

Clinical Manager, Neuropsychology

Advocate Lutheran General Hospital

Clinical management of psychology and social work services across behavioral health inpatient and partial hospital units. Administrative leadership of a product line of outpatient services for patients with traumatic brain injury, stroke, Alzheimer's disease, sleep disorders and adjunctive neurophysiological needs. Chaired the Behavioral Health Quality Assurance and Improvement Committee and participated on the Behavioral Health and Spirituality Task Force.

1994-1998

Clinical Manager, Child and Adolescent Day Treatment Program

Advocate Lutheran General Hospital

Administrative and clinical leadership in the design and development of an innovative partial hospital program for children and adolescents from 5-18 years of age. This family-based program featured a developmentally tracked model of multidisciplinary treatment aimed at providing stabilization, coping skills, and transitional services to a high acuity psychiatric population in a brief length of stay format. Recognized as a national best practice treatment model by the Joint Commission for the Accreditation of Hospital Organizations (JCAHO).

1989-1994

Clinical Director

Directions in Learning/Metropolitan Preparatory/Elk River Academy

Clinical and administrative leadership in the design and development of private elementary, middle, and secondary therapeutic day schools for public school special education placement. Each school specialized in providing a strong clinical environment with a spectrum of individual, family, group, and milieu interventions.

1984-1989

**Coordinator, Riverside Program
Community Family Service and Mental Health Center**

Administrative coordination of township funded family service satellite office providing crisis intervention, individual, family, and group psychotherapy as well as clinical liaison to local area schools and churches.

1977-1984

**Counselor/Social Worker
Foxfire Day Treatment Center/ Community Family Service and Mental Health Center**

Provided individual, couple, family, and group psychotherapy in a community mental health model of service delivery. Member of a multidisciplinary team that developed a nationally recognized community-based partial hospital program for chronically mentally ill adults. Benchmark success was published in the American Journal of Partial Hospitalization.

Academic Appointments

1999-Current

Adjunct Faculty II

- Elmhurst University

1984-2014

Field Instructor

- Loyola University of Chicago, School of Social Work
- University of Chicago, Social Service Administration
- University of Illinois, Jane Addams College of Social Work

Publications

Center for Team Excellence (2020)

- Elevating Your Kid's Growth: The Family Environmental Assessment Tool

Center for Team Excellence (2019)

- The 4 Stages of a Team: How Teams Thrive...and What to do When They Don't

Shields Meneley Partners (2015)

- Know How: Experience, Expertise, Execution (authored the "Embracing Change" chapter)

Team Clock Institute (2014)

- Useful Pain: Why Your Relationships Need Struggle

Mawi Books (2009)

- Team Clock: A Guide to Breakthrough Teams

Society for Human Resource Management (2007)

- "Designing an Effective Wellness Program, Step by Step"

Metropolitan Chicago Healthcare Council (2005)

- "Smoke-free Hospitals: a Case Study in Implementing a Culture Change"

Journal of Advocate Health Care (2004)

- "Caring for Families Intensively: Families Under Stress"

American Journal of Partial Hospitalization (1984)

- "Teaching Choice"

Bulletin of the Psychonomic Society (1978)

- "Motion Parallax"

Workshops, Seminars, and Keynote Presentations

2021	Live Improvisational Music as a Virtual Networking Tool	Owlsh Communications
2020	Empowering Innovation in Teams	University of Illinois
2019	The Emotional Power of Music – Putting it into Practice	MACMH
2018	The Impact of Stress – an Organizational Development Perspective	Lewis University
2017	Transforming Team Cultures	UIC College of Medicine
2016	Communicating in Teams to Empower Employee Engagement	IABC World Conference
2015	Purpose Driven Networking	Elmhurst College
2014	Embracing Mission, Trust, Innovation, and Resilience	Illinois Hospital Association
2013	Key Elements to Becoming an Employer-of-Choice	Locke Lord, LLP
2012	High Performing Teams: benchmarking excellence	Executives' Club of Chicago
2011	Optimizing Professional Networks	Loyola University of Chicago
2010	How to Lead Incredible Teams	Mental Karate Summit

2009	Employee Engagement Anchors	Nat'l Association of Business Resources
2008	Networking Opportunities in Multicultural Learning	Elmhurst College
2007	Developing a Culture of Excellence	Community Specialists
2006	Team Growth Cycles and Change Management	Elmhurst District 205
2005	Effective Coping with Stress and Adversity	United Airlines
2004	Facing the Health Literacy Crisis	AHC Dimensions of Excellence
2003	The Impact of Team Culture on Space Planning	Advocate Ravenswood Hospital
2002	Entrepreneurship in the Human Services	Elmhurst College
2001	Developmental Alternatives to Media	Laureate Day School
2000	How Things Change: Hope for Future Generations	Elmhurst College
1999	Violence in our School	Main East High School
1998	Raising Responsible Kids	Elmhurst District 205
1997	Teaching Choice: Motivating Autonomy through Accountability	Advocate Health Care
1996	Managing Change: A Generational Perspective	Elmhurst College
1995	Levels of Care: Introduction to Child/Adolescent Day Treatment	Advocate Health Care
1994	Social Work Field Instruction Supervision	Loyola University
1993	Family Dynamics in the Classroom	Metropolitan Preparatory School

Creative Projects

- December 2020: Barefoot Dancing
A true collaboration between lyricist, songwriter, musicians and sound engineer, Barefoot Dancing takes listeners on the journey of being set free from struggle. The My Corner Retreat musicians share close friendships which are reflected in the vibe of the song. Recorded in remote locations (as many songs are in the COVID era) and mixed at Empty Page Studios, Barefoot Dancing uplifts the listener with a groove that lasts beyond the end of the song.
[Click here to listen.](#)
- November 2020: If I Were You
The COVID era prompted remote collaboration between musicians in Chicago, Minneapolis and Nashville. Engineered, mixed and produced at Empty Page Studios, this song was composed with an attitude and is sure to stir up its listeners.
[Click here to listen.](#)

References

- Craig Niederberger, M.D., Chair, Department of Urology
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