



John F. Talbot, Ph.D., Executive Vice President and Senior Associate, has over 30 years experience in all aspects of health care, including upper management, consultation, education, direct clinical work, and serving as the president of a non-profit board. Dr. Talbot has provided consultation, training and operational assistance to behavioral health providers, nonprofit organizations, and managed care organizations across the country. Areas of focus for consultation and training include strategic planning, the development of successful strategic alliances, board development, organizational reengineering, operations management, management and leadership development, and change management.

Prior to his current position, Dr. Talbot served as the President of a network of agencies providing care to children and families. The innovative work of Colorado Care Management received national recognition, including participating in a Federal IV-E waiver study that demonstrated measurable superior clinical outcomes. In his role with Colorado Care Management, Dr.

Talbot also led the development of a coalition of Colorado business executives to address the issues of providing care to abused and neglected children, and the establishment of a nationwide purchasing cooperative for non-profits. Dr. Talbot's previous experience included serving as the Director of the Master of Health Systems Program, and Associate Dean of University College at the University of Denver. He also held senior management positions at Mount Airy Psychiatric Center in Denver, Colorado.

Professional Highlights

- Former president of Colorado Care Management, a provider-sponsored network
- Served as Director of the Masters in Health Systems program at the University of Denver
- Doctorate in Human Services Leadership
- Senior management positions with a psychiatric hospital in Denver

Areas of Expertise

- Strategic planning
- Development and implementation of payer and provider strategic alliances
- Board and management development
- Organizational reengineering and operations management

Community Behavioral Health, Mental Health Corporations of America, the American Association of Residential Treatment Centers, the Medical Group Management Association, the Colorado Behavioral Health Council, the Mental Health Council of Arkansas, the New Jersey Association of Mental Health Agencies, and the Florida Behavioral Health Council.

Dr. Talbot is the former publisher and editor of *Today's Healthcare Manager*, a newsletter focusing on leadership and management skills for healthcare managers, and has written numerous articles, manuals, and book chapters. His volunteer work includes serving as the President of the Board of Human Services, Inc., in Colorado.