

12/14/2016

Craig Bryan, MBA, BSM, AAS, RN, CEN, CFRN, FP-C

Curricula Vitae



PHOENIX
COACHING AND CONSULTING



Craig Bryan
CURRICULA VITAE



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Executive Professional Summary

I am passionate, experienced, life-long learner with a commitment to global performance and excellence. My CV demonstrates a lifetime of progressive development in multiple disciplines, all of which converge to create a well-rounded, accomplished and diversified background that escapes the traditional limited and linear worker in today's marketplace. In addition, rapid advancement in each organizational is a reflection of the level of commitment to adding value to the organization and delivering results.

For 27 years I have grown my clinical experience in various medical systems that include private, public, municipal and hospital based health care systems in different geographical locations. Each model teaching me more and expanding my expertise. My clinical experience includes in and out of hospital systems with specialty training and experience with trauma, pediatrics, neonates, stroke and STEMI care. Practice includes Emergency Room, fixed wing, rotor wing and ground environments with multi-disciplinary teams of EMTs, Paramedics, RNs, RTs and Physicians.

As an avid educator I have taught in multiple collegiate systems, lectured in State and National conferences on topics such as clinical care, educator development and leadership. I currently hold instructor status in over 14 different programs, have experience in curriculum design and development, and have developed numerous programs.

Another key passion in my personal growth and leadership. I am a Certified John Maxwell Team independent consultant and have own The Phoenix Coaching and Consulting Group, LLC. My consulting company teaches leadership classes and workshops to organizations to help improve performance, productivity and employee engagement.

I would enjoy the opportunity to speak to you about sharing my experience and expertise in your organization if you feel my qualifications would be a good fit for your team.

Warmly,

Craig Bryan, MBA, BSM, RN, CFRN, CEN, FP-C
Certified Leadership Coach, Trainer, Consultant
The Phoenix Coaching and Consulting Group, LLC
Raleigh, North Carolina



Education & Professional Certification

- 2015 Masters of Business Administration (MBA)- Leadership
Walden University GPA 3.58
- 2009 Assoc. of Applied Science (AAS)- Nursing
Excelsior College GPA 3.52
- 2008 Bachelors of Science (BSM)- Management
Indiana Wesleyan University GPA 3.89
- Misc. University of Cincinnati GPA 3.67
Cincinnati State Community College GPA 3.85
Owens Community College GPA 3.33
Florida State Community College 3.5 GPA

Certificate Programs

- 2014 Certified Behavioral Consultant- DiSC
- 2013 John Maxwell Team Certified Professional Leadership Training & Coaching Certification
- 2007 Ohio State University Fire Executive Program Class IV
- 1991 University of Cincinnati Paramedic Program

Professional Certifications & Licensure

- | | |
|--|---|
| North Carolina Registered Nurse | North Carolina Paramedic |
| Certified Emergency Nurse (CEN) | Nationally Registered Paramedic (NREMT-P) |
| Certified Flight Registered Nurse (CFRN) | Flight Paramedic Certified (FP-C) |

Training Center Faculty:

- | | |
|--|--------------------------------|
| Advanced Cardiac Life Support (ACLS) | ACLS-EP (Experienced Provider) |
| Pediatric Advanced Life Support (PALS) | Basic Life Support (BLS) |

Instructor

- | | |
|--------------------------------------|--|
| Neonatal Resuscitation Program (NRP) | Advanced Medical Life Support (AMLS) |
| Emergency Pediatric Care (EPC) | Pre-Hospital Trauma Life Support (PHTLS) |

Course Director:

- | | |
|-------------------------------------|---|
| Trauma Nurse Core Curriculum (TNCC) | Emergency Nurse Pediatric Course (ENPC) |
|-------------------------------------|---|

Work History and Experience

04/04/2016-11/15/16 Duke University Life Flight: Duke Hospital- Durham North Carolina

Provide critical care transport to ill and injured patients via rotor wing/ fixed wing and ground transport. Transport neonate, pediatric and adult patients including use of nitric, Intra-aortic Balloon Pump, Extracorporeal Mechanical Oxygenation (ECMO), Ventricular Assist Devices (VADS) and Impella Devices

Applied KSA sets: Leadership, Clinical Care, Critical Care, High Pressure Analytical Decision Making, Networking, Management, Project Development, Needs Assessment, Conflict Resolution, Team Building, Systems Thinking, Customer Service, Communication, Planning/ Organizing, Problem-Solving, Creativity/ Innovation, Time Management/ Prioritization, Entrepreneurship, Accounting, Logistics, Coaching, Mentoring, Feedback & Evaluation, Presenter, Speaking, Critical Thinking, Curriculum Design & Development, Personal Development, Personnel Development

10/20/14-04/04/2016 Air Methods- Airlife 9: Valdosta, Ga

Base Manager/ Flight Nurse. Lead, develop and grow flight team, business development and operational oversight to flight program. Resulted in 20% in flight volume which translated into a \$780,000 increase in revenue within a 3 QTR period. In addition to increased flight volume and revenue, strategies were implemented resulting in 15% reduction in base operating expenses, despite ongoing staffing shortages. Airlife 9 maintained the lowest overtime rates in the region, despite a staffing handicap. Base was lowest performing base in all measured KPIs when assumed leadership, at end of 3 Qtr period base was in 50 percentile or above in all measured KPIs.

Applied KSA sets: Educator, Leadership, Clinical Care, Critical Care, High Pressure Analytical Decision Making, Forecasting, Marketing, Networking, Budgeting, Strategic Planning, Business Analysis, Management, Project Development, Needs Assessment, Conflict Resolution, Team Building, Systems Thinking, Customer Service, Communication, Planning/ Organizing, Problem-Solving, Creativity/ Innovation, Time Management/ Prioritization, Entrepreneurship, Accounting, Logistics, Coaching, Mentoring, Feedback & Evaluation, Presenter, Speaking, Critical Thinking, Curriculum Design & Development, Personal Development, Personnel Development, Quality Assurance

5/13/13-10/20/14 University of Florida Health- ShandsCair Flight RN/ Paramedic

Provide critical care transport to ill and injured patients via rotor & fixed wing and ground transport. Initiated outreach education within the region and was able to provide 325 CEU hours at minimal cost to UF Health and attendees.

Applied KSA sets: Educator, Leadership, Clinical Care, Critical Care, High Pressure Analytical Decision Making, Marketing, Networking, Project Development, Needs Assessment, Conflict Resolution, Team Building, Systems Thinking, Customer Service, Communication, Planning/ Organizing, Problem-Solving, Creativity/ Innovation, Time Management/ Prioritization, Logistics, Coaching, Mentoring, Feedback & Evaluation, Presenter, Speaking, Critical Thinking, Curriculum Design & Development, Personal Development, Personnel Development

2/1/13- Present Phoenix Coaching and Consulting Group- CEO

Owner of results based leadership and professional development coaching and consulting group. Coach clients to overcome barriers preventing them from achieving higher performance goals in professional and personal life. Provide seminars, retreats and programs on leadership and personal/ professional development. Typical clients improve earning potential by 30% within 12-month period. Improve organizational performance and engagement by creating congruence between employee personal and professional goals and values with organizational goals and values resulting in 40% decrease in turnover.

Applied KSA sets: Educator, Leadership, Clinical Care, Critical Care, High Pressure Analytical Decision Making, Forecasting, Marketing, Networking, Budgeting, Strategic Planning, Business Analysis, Management, Project Development, Needs Assessment, Conflict Resolution, Team Building, Systems Thinking, Customer Service, Communication, Planning/ Organizing, Problem-Solving, Creativity/ Innovation, Time Management/ Prioritization, Entrepreneurship, Accounting, Logistics, Coaching, Mentoring, Feedback & Evaluation, Presenter, Speaking, Critical Thinking, Curriculum Design & Development, Personal Development, Personnel Development

8/1/12-5/13/13 Air Evac, Inc.- Region III State Clinical Director/Educator: Georgia

Conduct training and education for all new flight crew members. Conduct QA of flights regulate narcotic purchasing, inventory and returns. Evaluate and develop curriculum needs based of crew performance standards. Maintain performance standards for all A Evac Georgia Bases. Received Corporate TeamWork Award for achieving improved operational cohesion to all Georgia Operational Bases.

Applied KSA sets: Educator, Leadership, Clinical Care, Critical Care, High Pressure Analytical Decision Making, Networking, Budgeting, Strategic Planning, Business Analysis, Management, Project Development, Needs Assessment, Conflict Resolution, Team Building, Systems Thinking, Customer Service, Communication, Planning/ Organizing, Problem-Solving, Creativity/ Innovation, Time Management/ Prioritization, Entrepreneurship, Accounting, Logistics, Coaching, Mentoring, Feedback & Evaluation, Presenter, Speaking, Critical Thinking, Curriculum Design & Development, Personal Development, Personnel Development

08/12/11-8/1/12 **Air Evac, Inc.- Flight RN/Paramedic Air Evac 96 Base Clinical Lead Brunswick, Ga**

Base Clinical Leader responsible for the development and improvement of performance of all base personnel. Conduct internal and external professional development of crew and clients. Provide critical care transport to ill and injured patients via rotor wing transport. Responsible for execution, implementation and enforcement of operational policies and procedures. Base volume improved 20% after assuming leadership.

Applied KSA sets: Leadership, Clinical Care, Critical Care, High Pressure Analytical Decision Making, Networking, Management, Project Development, Needs Assessment, Conflict Resolution, Team Building, Systems Thinking, Customer Service, Communication, Planning/ Organizing, Problem-Solving, Creativity/ Innovation, Time Management/ Prioritization, Entrepreneurship, Accounting, Logistics, Coaching, Mentoring, Feedback & Evaluation, Presenter, Speaking, Critical Thinking, Curriculum Design & Development, Personal Development, Personnel Development

08/9/10-8/1/12 **Air Evac, Inc.- Flight RN/Paramedic Air Evac 90 Waycross, Ga**

Provide critical care transport to ill and injured patients via rotor wing transport.

Applied KSA sets: Leadership, Clinical Care, Critical Care, High Pressure Analytical Decision Making, Networking, Management, Project Development, Needs Assessment, Conflict Resolution, Team Building, Systems Thinking, Customer Service, Communication, Planning/ Organizing, Problem-Solving, Creativity/ Innovation, Time Management/ Prioritization, Entrepreneurship, Accounting, Logistics, Coaching, Mentoring, Feedback & Evaluation, Presenter, Speaking, Critical Thinking, Curriculum Design & Development, Personal Development, Personnel Development

1/17/11-6/15/11 **Wolfson's Children's Hospital- ED RN/ Internship**

Provide nursing care to pediatric patients in emergency department

Applied KSA sets: Educator, Leadership, Clinical Care, Critical Care, High Pressure Analytical Decision Making, Needs Assessment, Conflict Resolution, Team Building, Systems Thinking, Customer Service, Communication, Planning/ Organizing, Problem-Solving, Creativity/ Innovation, Time Management/ Prioritization, Coaching, Mentoring, Feedback & Evaluation, Presenter, Speaking, Critical Thinking, Personal Development, Personnel Development

10/14/10-2/10/12 **Baptist Hospital: Nassau ED**

Provide nursing care to patients in emergency department

Applied KSA sets: Educator, Leadership, Clinical Care, Critical Care, High Pressure Analytical Decision Making, Needs Assessment, Conflict Resolution, Team Building, Systems Thinking, Customer Service, Communication, Planning/ Organizing, Problem-Solving, Creativity/ Innovation, Time Management/ Prioritization, Coaching, Mentoring, Feedback & Evaluation, Presenter, Speaking, Critical Thinking, Personal Development, Personnel Development

06/08-8/10 **Cincinnati Children's Hospital- Critical Care Transport Team**

Assessment and care of pediatric patients requiring transport. Member of Practice Council, Education Council

Applied KSA sets: Educator, Leadership, Clinical Care, Critical Care, High Pressure Analytical Decision Making, Needs Assessment, Conflict Resolution, Team Building, Systems Thinking, Customer Service, Communication, Planning/ Organizing, Problem-Solving, Creativity/ Innovation, Time Management/ Prioritization, Coaching, Mentoring, Feedback & Evaluation, Presenter, Speaking, Critical Thinking, Personal Development, Personnel Development

08/08-10/12 **University of Cincinnati- Affiliate Faculty**

Instruct in multiple programs for UC in Allied Health Department

Applied KSA sets: Educator, Leadership, Analytical Decision Making, Analysis, Management, Project Development, Needs Assessment, Conflict Resolution, Team Building, Systems Thinking, Customer Service, Communication, Planning/ Organizing, Problem-Solving, Creativity/ Innovation, Time Management/ Prioritization, Logistics, Coaching, Mentoring, Feedback & Evaluation, Presenter, Speaking, Critical Thinking, Curriculum Design & Development, Personal Development, Personnel Development

07/03-06/08 **Forest Park Fire Department- Captain, Division of Training**

Responsibilities include shift supervision, fireground command staff, officer development, protocol implementation, development and evaluation of training standards, public education, and public information officer, SOG development and integration. Developed and implemented numerous leadership programs for State Fire Academy and Ohio Fire Chiefs Association.

Applied KSA sets: Educator, Leadership, Clinical Care, Critical Care, High Pressure Analytical Decision Making, Forecasting, Marketing, Networking, Budgeting, Strategic Planning, Business Analysis, Management, Project Development, Needs Assessment, Conflict Resolution, Team Building, Systems Thinking, Customer Service, Communication, Planning/ Organizing, Problem-Solving, Creativity/ Innovation, Time Management/ Prioritization, Entrepreneurship, Accounting, Logistics, Coaching, Mentoring, Feedback & Evaluation, Presenter, Speaking, Critical Thinking, Curriculum Design & Development, Personal Development, Personnel Development

04/94-07/03 **Evendale Fire Department - Firefighter/Paramedic**

Responsibilities include performing EMS, Fire, Haz-Mat, and Rescue operations. Developed Statistical evaluation of EMS effectiveness.

Applied KSA sets: Educator, Leadership, Clinical Care, Critical Care, High Pressure Analytical Decision Making, Forecasting, Marketing, Networking, Budgeting, Strategic Planning, Business Analysis, Management, Project Development, Needs Assessment, Conflict Resolution, Team Building, Systems Thinking, Customer Service, Communication, Planning/ Organizing, Problem-Solving, Creativity/ Innovation, Time Management/ Prioritization, Entrepreneurship, Accounting, Logistics, Coaching, Mentoring, Feedback & Evaluation, Presenter, Speaking, Critical Thinking, Curriculum Design & Development, Personal Development, Personnel Development

03/98-02/01

Cincinnati State College - Emergency Services Affiliate Faculty

Responsibilities include curriculum development, lecture presentations and clinical lab supervision, student evaluation.

Development of State Charter for EMT-Paramedic Program. Authored EMT Course Guide

Applied KSA sets: Educator, Leadership, Analytical Decision Making, Analysis, Management, Project Development, Needs Assessment, Conflict Resolution, Team Building, Systems Thinking, Customer Service, Communication, Planning/ Organizing, Problem-Solving, Creativity/ Innovation, Time Management/ Prioritization, Logistics, Coaching, Mentoring, Feedback & Evaluation, Presenter, Speaking, Critical Thinking, Curriculum Design & Development, Personal Development, Personnel Development

Professional Presentations

Date	Lecture	Group	Location
10/2016	The Truth Hurts: Managing Pain in Healthcare	Florida Society of PeriAnesthesia Nurses	Annual Conference Orlando, Florida
10/2016	Legal Pitfalls of Professional Medical Practice	Florida Society of PeriAnesthesia Nurses	Annual Conference Orlando, Florida
09/2016	Facilitating Change Management ½ Day Workshop (Phoenix Consulting)	US Air Force	Lake Blackshear Golf Resort Cordele, Ga
10/2015	"Brain Hurtin': An Owners Guide to TBI" "ETCO2 Made Easy"	Florida Society of Peri- Anesthesia Nurses (FLASPAN)	Orlando, FL
03/2015	"Time Management- Creating- Balance in an Unbalanced World" "Engineering Organizational Culture"	Georgia EMS Leadership Conference (GAEMS)	Lake Lanier, Ga
10/2014	"Positively Perfecting Performance" Workshop	Georgia State Educators Conference (GAEMS)	Savannah, Ga
10/2014	"Brain Hurtin': An Owners Guide to TBI" "ETCO2 Made Easy"	North Carolina State EMS Conference (NCOEMS)	Greensboro, NC
08/2014	"Organizational Culture"	Georgia EMS Leadership Program (GAEMS)	Macon, Ga
9/14	"How to be a REAL Success"	National Child Life Conference (FACLP)	Miami, Florida
03/14	"How to be a REAL Success" "Brain Hurt: An Owners Guide to TBI"	CHANGES Georgia EMS Conference (GAEMS)	Savannah, Ga
9/13	"Brain Hurt: An Owners Guide to TBI"	Suwanee Co EMS Symposium (SCFD)	Suwanee, Fl
2/12	"Providing Feedback: How to Encourage High Performance" "Teaching Across Generations"	Air Evac Leadership Conference	St. Louis, Mo
10/10	"What the Hell is That?: Common Uncommon Medical Emergencies"	Clermont County Fire Chiefs' Association Annual EMS Conference	Milford, Ohio
5/09	"Teaching Across Generations"	ASHI Professional Development Conference	Clearwater, Fl

2/09	"Altered Mental Status" "Perfecting Performance" Instructor Workshop	International Trauma Life Support Trauma Symposium	Columbus, Ohio
7/08	"Sucking Up: Building Effective Relationships at Work" "Managing the Training Division" John Maxwell's 21 Irrefutable Laws of Leadership	Ohio Fire Chiefs' Association Leadership Conference	Kalahari Resort Sandusky, Ohio
3/08	"Parenting & Child Development"	Clermont County EMS Conference	Batavia, Ohio
7/07	John Maxwell's 21 Irrefutable Laws of Leadership	Ohio Fire Chiefs' Association Leadership Conference	Columbus, Ohio
3/07	Behavioral Management	Ohio Fire Academy Fire Officer I Program	Columbus, Ohio
3/07	"Pediatric Emergencies-Burns"	International Trauma Life Support Conference	Columbus, Ohio

Recognition/ Awards

03/ 2015 Georgia Air National Guard 116th Medical Group- Service Excellence Recognition
03/ 2015 Honorary Rank of Lieutenant Colonel
04/ 2013 Air Evac National Awards- Teamwork Award
04/ 2013 Georgia Air National Guard 116th Medical Group- Service Excellence Recognition
02/ 2011 University of Cincinnati- Excellence in Education
02/ 2010 Madison Twp. Fire Department- Letter of Recognition for Training Excellence
05/ 2007 Ohio State University Fire Executive Program- Outstanding Research Award
04/ 2007 Forest Park Fire Department- Firefighter of the Year
05/ 2004 Forest Park Fire Department- Service Commendation
11/ 2003 University of Cincinnati Department of Emergency Medicine- Distinguished Lecturer
08/ 2002 Forest Park Fire Department- Commendation for Rescue
12/ 2000 Evendale Fire Department- Firefighter of the Year
08/ 1998 Evendale Fire Department- Service Commendation
03/ 1995 Forest Park Fire Department- Service Commendation
08/1995 Evendale Fire Department- Service Commendation
06/ 1994 Kings Island Park- Service Commendation

Professional Publications

Bryan, C. (2008, May/ June). And the officer was made in chief's image. In Command, 29-30.

Bryan, C. (2008, March/ April). Building better officers: A roadmap. In Command, 27- 29.

Bryan, C. (2008, September/ October). Employee evaluations and the promotional process. In Command, 37-39.

