

DOUGLAS S. LaBELLE, LCSW, CEAP, NCGC II, BRI II

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PROFESSIONAL EXPERIENCE

RESOURCES FOR CHANGE, LTD. – Illinois and Wisconsin (Part-time through 2001 and full-time since) 1990 to Present
Provide individual and family counseling and psychotherapy services including Family Intervention Processes involving Alcohol/Other Drugs, Problem/Pathological Gambling and other issues. Also provide EAP clinical and training services under contract with various EAP organizations, am a Trainer for the Wisconsin Council on Problem Gambling and am a Senior Trainer for the ARISE Invitational Intervention Model for Linking Human Systems, LLC, and LINC Foundation, Inc.

EXELON CORP. (Formerly ComEd), Chicago, Illinois (1990 to 2001)

Exelon was established in 2000 with the merger of Philadelphia based PECO Energy and Chicago headquartered Unicom, the parent company of ComEd. Exelon generates and distributes electricity delivers natural gas to customers.

Manager of Workplace Health Policy & Economics (2000 to 2001)

Responsible for the management of corporate behavior health programs including the EAP, Disease State Management and Prevention and Fitness for Duty Services. Managed the Safety and Industrial Hygiene services for Business Services Corporation, a wholly owned subsidiary of Exelon Corporation.

- Developed and implemented Exelon behavior health policies and established service level agreements for EAP, Disease State Management, Medical Case Management, Worker's Compensation Claims Management and regulatory medical testing practices.
- Managed all vendor contracts, outsourcing and vendor selection for EAP services and conducted performance review to monitor continuous improvement in standards of utilization and patient care.
- Developed and issued company policy for Fitness for Duty and Safety and Industrial Hygiene in order to meet federal regulatory policy under the Nuclear Regulatory Commission (NRC) and the Department of Transportation (DOT).
- Managed the Occupational Health and Safety \$8.7 million departmental budget to ensure effective and efficient resource utilization.
- Hired, trained and managed a staff of ten to ensure successful implementation of workplace health strategies.

Manager of Behavioral Health (1999 to 2000)

Established and directed the administration of policies and procedures for the Behavioral Health Services/Mental Health function within Occupational Health Services.

- Developed and directed the implementation of organizational and behavioral health support interventions for employees and family members during unit closings, downsizings and the merger of PECO Energy and Unicom.
- Directed and supervised activities of internal Medical Review Officer Services, Physician Psychiatrist Services, Fitness for Duty Services including ComEd Policy/NRC/DOT and Employee Assistance Services provided under an internal/external EAP.
- Provided clinical services and EAP services to employees and family members.
- Managed the Occupational Health Services \$4 million annual departmental budget.
- Managed a staff of eleven, including two physicians and five EAP professionals.

Integrated Support Services Administrator (1997 to 1999)

Responsible for the management and effective integration of Behavioral Health Services and Regulatory Medical Testing into one unit.

- Selected to manage and integrate a newly formed department created to streamline the management and control of this activity.
- Developed and implemented company-wide behavioral health programs including internal EAP, Executive Assistance Program, Stress Management, Fitness for Duty and Disability and limited duty assessment involving mental health and chemical dependency.
- Developed and directed the implementation of organizational and behavioral health support interventions for support of employees and family members during layoffs/location closures, including the decommissioning of an 800 employee Nuclear Generating Station and the sale of a nine location, 1700 employee Fossil Generating Group.
- Provided clinical services and EAP assessment, counseling, referral and follow-up services to employees and family members.
- Directed and managed regulatory medical testing for OSHA, NRC and company policy to ensure compliance.
- Managed the Occupational Health Services \$4 million annual departmental budget including hiring, training and managing a staff of ten.

Senior Coordinator EAP/Wellness Services (1992 to 1997)

Responsible for the development and management of EAP and Health Promotion and Disease Prevention Programs.

- Directed and managed the internal Employee Assistance Program for 20,000 associates.
- Directed and managed Health Promotion and Disease Prevention.
- Provided clinical services and EAP assessment, counseling, referral and follow-up services to employees and family members.
- Managed the Occupational Health Services \$4 million annual departmental budget.

Coordinator Employee Assistance Program (1990 to 1992)

Managed an internally run Employee Assistance program (EAP).

- Coordinated the internal EAP including six employee assistance professionals.
- Participated in the development of Fitness for Duty Guidelines and integrated EAP processes.
- Designed and developed computerized statistical reports for EAP utilization.
- Provided EAP assessment, counseling, referral and follow-up services to employees and family members.

Psychotherapist, Private Practice/Lake Bluff, Illinois (1994 – Present)

Part-time through 2001 and then full-time.

ST. THERESE MEDICAL CENTER, Waukegan, Illinois

1987 to 1990

Employee Assistance Program Manager

HIGHLAND PARK HOSPITAL, Highland Park, Illinois

Chemical Dependence Treatment Counselor – Full-time

1986 to 1987

Chemical Dependence Treatment Family Specialist – Part-time

1987 to 1996

NORTH LAKE COUNTY FAMILY SERVICES, Waukegan, Illinois

1986 to 1989

Individual and Family Therapist

CNA INSURANCE, Chicago, Illinois

1970 to 1986

Underwriter

Underwriting Manager

Manager of Training & Development

EDUCATION

Loyola University of Chicago, Chicago, Illinois
Master of Social Work (MSW) – Occupational Social Work

Eastern Illinois University, Charleston, Illinois
B.S. in Business – Management Major

LICENSURE/CERTIFICATION

Licensed Clinical Social Worker – Illinois - LCSW
Licensed Clinical Social Worker – Wisconsin - LCSW
3000 Hour Certification – Wisconsin
American Academy of Certified Social Workers – ACSW
Board Registered Interventionist Level II - BRI II
Certified Employee Assistance Professional - CEAP
National Certified Gambling Counselor Level II - NCGC II
Certified ARISE Interventionist – CAI
Certified Property and Casualty Underwriter – CPCU
Fellow, Life Management Institute – FLMI

MEMBERSHIPS

Employee Assistance Professional Association – EAPA
National Association of Social Workers – NASW
Association of Intervention Specialists – AIS