



Jim is a skilled and experienced leadership coach, trainer, and facilitator working to make individuals, teams, and organizations successful. He has partnered with for-profit, non-profit, and government organizations.

**Achievements include:**

- Performance improvement in an 80-person department of a top CPG company driven by an unprecedented increase in employee engagement (measured through third party work culture assessment). Achieved through Humanergy's High Performance Leadership Program – individual and team development, strategic facilitation and organizational training.
- Increased executive effectiveness in the C-Suite of a medium-sized (500-1000) organization through developing targeted skills, career planning, and strengthening peer relationships
- Guided the survival of a non-profit agency at the conclusion of its grant cycle through a sustainability decision process
- Expanded the leadership bench strength/increased opportunities for VP level positions for mid-level managers using a 360 degree leadership assessment with monthly coaching
- Achieved greater impact using fewer resources for non-profit program offerings through social change training (focusing on root-cause, involving constituent's input on decisions, understanding theory of change, and improving relationships among staff)
- Achieved job security for a leader in job jeopardy through monthly coaching focused on emotional intelligence
- Guided the successful merger of two non-profit agency's to create a thriving, sustainable, and competitive new agency
- Wowed audiences with infotainment keynotes on various leadership topics

*The Rest of the Story*

Before joining Humanergy, Jim worked for InterVarsity Christian Fellowship building effective organizations with staff and student leaders throughout West Michigan and the U.S. Before that, it might be easier to say what he hasn't done. Jim often draws upon his varied work career – bus boy, door-to-door knife salesman, homebuilder, and delivering everything from hot tubs to sub sandwiches – in his current role.

He is a proud graduate of Western Michigan University with a bachelor's degree in business administration.

Originally from Michigan, he is the youngest of three boys. From that vantage point, he learned to refuse being told it can't be done. Jim is married to Jamie, who he has known since elementary school. They are raising three wonderful daughters. Two of his most important values in life are to be rich in relationships and to never quit learning.

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