

Executive Coach Biography

Jim Cooper

Jim brings a wealth of knowledge and experience to his coaching, gained over 30 years as a leader, consultant and entrepreneur. Building on a strong engineering and business management foundation, coupled with deep knowledge of human behavior and skill in developing individuals and teams, he helps organizational leaders and their teams develop the beliefs, knowledge, and skills needed to support each of their key business enablers, in turn producing the desired level of results and success.



Jim has worked with clients from a wide variety of organizations including: Hewlett-Packard, Cisco Systems, SAP, NEC, Ericsson, MetLife, US Missile Defense Agency, Cornell University, and the United Methodist Church.

Representative assignments include:

- CEO, early-stage enterprise Software Development Company
- Senior Executive Service (SES) DOD civilian, Joint Military Agency Directorate
- Senior VP of Technology, Fortune 50 Technology Company
- Regional VP of Sales, Fortune 50 Information Technology Provider
- Vice President, Operations, Alternative Energy Service Producer
- Chief Technology Officer, industry-leading Marketing Services Company
- Front line sales leaders selling complex technology solutions and services
- Senior pastors of very large denominational churches
- High potential individual contributors, Fortune 50 Technology Providers

BUSINESS and ORGANIZATIONAL LEADERSHIP EXPERIENCE

As a business leader and general manager, Jim has managed high growth business units from early stage to mature business units with backlog's exceeding \$150 million. As a senior sales executive, Jim led the overall account management team for global accounts with annual expenditures exceeding \$100 million. As a senior business executive, Jim managed a complex post-merger integration project, positioning the acquired business to thrive in its new parent company. As a senior military leader and unit commander, Jim took failing units and brought them to full operational capability in minimum time.

With a strong focus on strategy and process, Jim developed and led Malcolm Baldrige quality initiatives for large defense organizations.

As an entrepreneur, Jim leveraged his strong technology and business foundation to establish and operate two successful consulting and executive coaching firms, and enable his clients to successfully lead their teams to superior performance.

PUBLICATIONS and SPEAKING ENGAGEMENTS

Jim is a prolific contributor to industry, sales leadership, and coaching blogs, including forums hosted by organizations such as the Harvard Business School and International Coach Federation. He has developed and led global training programs for Hewlett-Packard, Cisco Systems, Ericsson, and SAP, and is accomplished in facilitation in both live and virtual venues. He created and regularly contributes to his blog, "It's Not Just About the Numbers!", stressing the importance of leadership, team effectiveness, emotional intelligence and the development of a coaching culture to organizational success. He is a professional member of the National Speakers' Association.

INDUSTRY COACHING EXPERIENCE

Defense/Aerospace
Energy
Financial services
Higher Education
High-Tech
Manufacturing
Marketing Data Services
Software development
Telecommunications

FUNCTIONAL COACHING EXPERIENCE

Business Development
Change Management
Employee Performance
Project Management
Software Development

LEADER LEVELS

Manager to CEO

ASSESSMENT & CERTIFICATIONS

- Lominger Teams
- Lominger Voices 360
- MHS EQ-i 2.0, EQ 360
- Myers Briggs Type Index
- Professional Certified Coach (ICF)

MILITARY

Lt Col, USAF (Ret)

EDUCATION

MS, Engineering Mgmt
Northeastern University

MAT, Science Education
Cornell University

BS, Electrical Engineering
Cornell University

LANGUAGES

English
German