

Executive Coach Biography

Jim Cooper

Jim brings a wealth of knowledge and experience to his coaching, gained over 30 years as a leader, executive, 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.



Coaching Experience: Jim has logged over 2,500 hours of coaching with a wide variety of organizations and industries, including: 7-Eleven, Bell Helicopter, Cisco Systems, The Choctaw Nation of Oklahoma, Cornell University, Ericsson, General Electric, Hewlett-Packard, MetLife, NEC, SAP, University of North Texas, Dr Pepper Snapple Group, and the US Missile Defense Agency

Representative assignments include:

- President and CEO, Fortune 25 global healthcare services business
- Senior Vice President for Supply Chain, Fortune 50 retail giant
- CEO and staff, early-stage software development company
- Dean of the College of Business, major regional university
- Senior Executive Service (SES) DOD civilian, joint military agency
- Vice President of Operations, alternative energy service producer

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 a large defense organization.

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.

INDUSTRY COACHING EXPERIENCE

Software development
 Defense/Aerospace
 Startup, Early Stage Firms
 Healthcare, Health Sciences
 Financial services
 Higher Education
 Manufacturing
 Marketing Data Services
 Telecommunications

FUNCTIONAL COACHING EXPERIENCE

Business Development
 Change Management
 Employee Performance
 Project Management

LEADER LEVELS

High Potential IC to CEO

PARTNERSHIPS

Founder and Principal, Ascendent Leadership
 Executive Coach, Center for Creative Leadership (CCL)
 Executive Coach, Lee Hecht Harrison
 Adjunct Instructor, University of Texas, Dallas

ASSESSMENTS & CERTIFICATIONS

ICF Certified Coach (PCC)
 Hogan Leadership Forecast
 Leadership Versatility Index (LVI)
 CCL Benchmarks 360, CCL Korn/Ferry Lominger Voices 360, Teams 360
 MHS EQ-i 2.0, EQ 360
 MHS Pearman Personality Integrator

MILITARY

Lt Col, USAF (Ret)

EDUCATION

MS, Engineering Mgmt
 Northeastern University
MAT, Science Education
 Cornell University
BS, Electrical Engineering
 Cornell University