



COACHING

STRETCHING,

GROWING

& CONFIRMING



Dedicated to Improving Your Bottom Line
LEE JAMES & ASSOCIATES

SUMMARY

Being a leader can sometimes be one of the loneliest positions. Too many times peers and subordinates tell you what they think you want to hear. Little to no candid feedback is obtained. This can lead to confusion and inability in obtaining feedback needed to make optimal decisions.

An independent coach can provide feedback and arm you with the skills to obtain candid feedback. Utilizing a coach can enable and provide objectivity, listen to questions, share experiences and work together to maximize your performance. Establishing rapport and trust with someone outside of your organization can energize you and provide the ability to develop new perspectives. This frequently leads to personal changes, positive alternative actions, understandings and solutions.

PROFESSIONAL COACHING SERVICES AND APPROACH

- *Stewardship focus*
- *Sharing experiences*
- *Challenging paradigms*
- *Value creation and focus*
- *Executive one on one coaching*
- *Providing additional resources*
- *Assist in finding the “right” answers*
- *Self-evaluation tools and what they mean*
- *Balancing business and technical practice*
- *Client, employee and profit balanced focus*
- *Principled and core valued decision making*
- *Tactics consistent with developed strategy*
- *Utilizing and leveraging strengths*
- *Minimizing impact of weaknesses*

BENEFITS

- *Confidentiality*
- *Focusing on specific needs*
- *Developing path to success*
- *Obtaining immediate feedback*
- *Experienced and proven methods*
- *Independence and objectivity*
- *Enhancing emotional intelligence*
- *Principle based decision making*
- *Working with positive advocate*
- *Stretching thought process*
- *Maximizing confidence*

CONSULTANT

Lee James is a CPA, CMC and CBI who has worked with engineers, architects and contractors for the last 25+ years. Lee has been a coach, mentor and trainer for much of the last 14 years of his 30+ year career. Working as independent consultant/coach, many of his engagements are, directly or indirectly, coaching. Frequently, Lee is working with the executives in addressing business and management issues; that are about how things are done, as much as what is done. Lee is constantly addressing questions and sharing experiences that provide context and value.

Lee is active in several professional societies including the Institute of Management Consultants (IMC). The IMC provides professional designation of Certified Management Consultant “CMC”. This designation certifies years of qualifying experience, ethics compliance, completion of required education and continuing annual education further assuring staying current with ever changing rules and approaches.