



## STATEMENT OF QUALIFICATIONS

- Skilled in creating leadership and organizational development programs, building prosperous businesses, as well as providing consulting, coaching and training services to global corporations, teams and individuals
- Key ability to assess human as well as organizational issues, conduct strategic planning sessions, maximize human resources, develop executives and manage change
- Combine business, consulting and training abilities to transform complex personnel, financial and organizational issues into integrated, profitable and well led collaborative environments

**J.Jones Consulting, Inc.** provides consulting, training and coaching to individuals, teams and organizations to create better business results - profitability, growth and quality service – by improving leadership and organizational effectiveness. Services include: strategic planning, assessments for selection, strategic sales development, facilitation of organizational change, merger and acquisition due diligence and integration, team building, executive development, culture change, succession planning and talent development. Clients include chief executives and professionals from leading global organizations in high technology, communications, healthcare, hospitality, insurance, pharmaceutical, financial and transportation industries; professional services firms; small and large manufacturing and retail operations; as well as non-profits, governmental and educational organizations. See [www.jjonesconsulting.com](http://www.jjonesconsulting.com) for more details on services and clients.

### Representative projects include:

#### ORGANIZATIONS

- Partnered with a Fortune 240 organization to create and facilitate a corporate university program to develop their executives and high potentials. Took over 200 leaders through the 2 year curriculum
- Conducted strategic planning sessions and facilitated creation of prioritized implementation plans
- Conducted quarterly strategic up-date sessions to measure outcomes and re-prioritize goals
- Created long-term culture change program to create results- and customer-oriented focus
- Developed multi-cultural leadership development program for high-potentials
- Developed succession/talent management program for multi-levels – Identified potential successors to CEO, created development plans for pool of those selected and talent development program for entire executive team and below
- Partnered with global high tech organization to select 360 assessment for high potentials from 30 countries and trained internal organizational development staff to interpret it within context of a development program

#### TEAMS

- Designed and facilitated team building and team development sessions with “C” level to management level employees
- Facilitated team exercises, retreats and strategic sessions with boards of directors
- Transformed executive teams from being cooperative yet often conflict laden and merely task oriented groups to being collaborative, solutions-focused, strategic and results oriented
- Conducted executive selection to build leadership teams for companies funded by private equity firms

#### INDIVIDUALS

- Provided coaching to hundreds of executives for development, performance, assimilation due to promotions or new jobs and strategic thinking
- Worked with senior level executives to determine their leadership platform and key leadership challenges. Helped build their executive teams to support those strategies
- Conducted selection assessments (interviews and assessment tools) to assist in hiring executives based on organizational and team strategies
- Developed program to teach leaders to coach their subordinates – Coach the Coach Program

**On-going Activities:**

- Coach executives
- Develop new and existing teams
- Conduct succession planning and talent management programs
- Turn-around organizations
- Assist in merger integration
- Facilitate matrix managed organization teams
- Provide assessments for various situations – selection, individual, multi-rater (360), team and organizational
- Provide coaching, facilitation and program design in the Center for Creative Leadership open-enrollment and custom training programs
- Provide coaching and small group facilitation for WMDC (Western Management and Development) under OPM (Office of Personnel Management, US government)

**Assessment Instruments:**

MBTI, FIRO-B, Emergenetics, Interaction Styles, DISC, WorkPlace Big Five, HOGAN

Various 360 instruments:

- *Benchmarks, Executive Dimensions, 360 by Design, SkillScope* – CCL
- *EQ-360* – BarOn
- *Leadership Effectiveness Analysis/LEA 360, Sales Performance Assessment* – MRG
- *Survey of Leadership Practices* – Clark Wilson
- Voices by Lominger
- *Dennison Culture*
- *Conflict Dynamics Profile 360*

CPI 260 and Coaching for Development

Change Style Indicator (CSI)

Conflict:

- Thomas Killman (Conflict) Instrument – TKI
- Conflict Dynamics Profile
- Conflict Lens

EQ-i – Emotional Intelligence

Influence Style Indicator (IDI)

5 Dysfunctions of a Team – Trust, Conflict, Commitment, Accountability, Results

**Tools and Exercises:**

Teams: Tuckman - forming, storming, norming, performing and transforming

Gallup Strengths

Visual Explorer

Many simulations (full-day ones like Airplanes, simple ones like White Water)

Tinker Toys, Hollow Squares, Colour Blind, Ball Toss, 3 Mile Island, Blind Walk, Maze, Insanity

Walk-and-Talk

SBI - Situation Behavior Impact – Center for Creative Leadership feedback model

ACS - Assessment Challenge Support – Center for Creative Leadership coaching model

RAE – Reflect, Acknowledge, Elevate – JJC dialogue model

Drama Triangle – from dramatic to dynamic

Various videos and film clips – facilitated discussions

Appreciative Inquiry

A Solutions Model for Coaching Conversations – coaching training for corporate leaders