

# James Davis, Executive Coach



## Coaching approach

Leaders and organizations partner with James to evoke authentic, collaborative and meaningful transformation. James' unique approach to coaching and organization development is person-centered. He partners closely with the leader to learn the needs and wants of both the leader and the organization by identifying alignment and misalignment in order to build a plan that is inspiring, objective and drives results. James' approach has often been compared to the Trojan Horse – he is able to quickly build alliance and establish a high-level of trust and respect in order to uncover the unique challenges, synthesize IQ and EQ and guide the leader into taking authentic, intentional and powerful action.

- 1) Design alliance
- 2) Conduct alignment assessment
- 3) Determine objectives
- 4) Just in time coaching and skill building
- 5) Feedback and evaluation

## Results

A C-level executive at a health care organization was struggling to create personal alignment with a new CEO. James partnered with the leader to help him navigate difficult conversations and political alliances. James guided the leader to get anchored in what was important, take responsibility for his impact and step into action. This success led the leader to building a respectful and trusting alliance with the CEO. Additionally, this led to James coaching several of the leader's direct reports which increased trust, drove efficiencies and built synergy and alignment across the organization.

A new executive director at a large non-profit organization partnered with James to assimilate into the new role and build a high performing culture. James coached both the executive and the executive leadership team one-on-one, facilitated a new leader assimilation workshop, facilitated staff and board retreats and designed and led organization strategy sessions. These successes built trust and alliances across the executive leadership team, built confidence and trust with the staff and board and anchored the organization in a vision and strategy.

## Professional history

James is a mission-minded and person-centered individual with the intent of serving others through courage and an open-heart. James spent the first part of his career working with youth, families, individuals and systems serving vulnerable populations. For more than a decade he has been working as an OD practitioner, coach and consultant. James is a certified co-active and ICF coach, master facilitator and certified mediator.

## Industry experience

For more than a decade he has been partnering with technology, healthcare, government and non-profit agencies, coaching leaders and teams in order to create transformational and sustainable change.

## Credentials

Masters Degree, Leadership and Organization Development with honors – University of Denver

Bachelors Degree, Social Work, cum laude – Colorado State University

## Certifications

Certified Professional Co-Active Coach – Coaching Training Institute (CTI)

Associate Certified Coach – International Federation of Coaching

Certified Mediator – University of Denver

Master Facilitator – Shapiro Consulting Group

Facilitation Certification – Technology of Participation (ToP)

The Conflict Dynamic Profile – Individual and 360 assessments

Emergenetics – Thinking and Behavior Preference Profile

## Affiliations

Association for Talent Development, Internal Coaching Federation, OD Network

## Other

James is the founder of the Human Blueprint a leadership and culture development organization with the mission to unleash the humanness in organizations.



## Shapiro Consulting Group

The Equitable Building  
730 17th Street – Suite 940  
Denver, Colorado 80202

Tel: 303.667.4472

Barry@BarryShapiroNow.com  
www.BarryShapiroNow.com