



James R. Jones

Director, Personal Awareness Institute

I bring my expertise in Integral Theory and industrial psychology to bear on issues of organizational and leadership development including whole system change, innovation and efficacy. Operating as an integral coach, mentor and resource, I work with executives, senior management and consultants on issues of organizational and personal adaptation, development of collaborative teams, communities of practice, deep alignment with strategic purpose, and increased group consciousness

Ultimately, I specialize in leveraging change into your desired results. I partner with companies to support successful transformation and offer experience and wisdom to keep your employees happy and your profits in the black.

My consulting plays out in four arenas: Integrally informed change management; Empowering executives to express their Authentic Self; Integral communities/high performing teams; and

Revisioning toward the triple bottom line.

I have worked for 30 years on the philosophical and metaphysical issues that underlie the difficulties faced by most leaders -- difficulties such as developing a vision, inspiring others, communicating effectively, listening to and acting on one's inner promptings, and maintaining a healthy balance between leading others and being led by them.

I have managed services to industrial, educational, and institutional clients (\$5 million to \$3 billion) related to organizational change, strategic direction, team performance, leadership development, customer service and other strategic issues.

I have authored HRM/D Systems for 3 organizations, 18 instructor manual/participant workbooks, 5 professional articles, and gave 43 papers at national/international conferences.

I have trained/coached over 10,000 executives in such areas as productivity, team building, strategic planning, project startup, total quality management, creativity, dialogue, performance management, and executive leadership.

I have held management positions previously as: Manager with the General Research Corp., Director at the United Planning Organization, and System Analysis and Engineer at NASA.

Education

- * MBA, with a specialty in Organizational Behavior
- * Graduate Certificate, Coaching and Process Consulting,
- * BS, Physics, Mathematics, Psychology

Training/Certifications:

- * PAI's "Information Processing Inventory"
- * Spiral Dynamics - Certification level 1 & 2
- * Qualified User of Meyer's Briggs Type Indicator
- * Accelerated Large Systems Change: Open Space, Appreciative Inquiry & Axlerod
- * Brain Technologies: "Brain Map"

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