

Coaching



Certified Executive Coach with over 45 years of experience.

Executive Coach/Strategic Advisor 2015 – Present

- 45 years of experience to bear as an Executive Coach/Strategic Advisor to highly-motivated management clients.

Education / Certifications

- In 2015 received certification as an Executive Coach from the Center for Executive Coaching, sanctioned by the International Coaching Federation.
- Master's Degree in Public Administration from Northern Illinois University
- B.A. Degree from Loras College.

Experience

Public Sector Management

- Served in a full-time management role for four cities in Illinois, Ohio and Minnesota, most recently as a City Manager in St. Louis Park, Minnesota 1980-1988.
- Within last few years, served as the Interim Administrator in Kenyon in 2007, Spring Park from 2008-2011 and as Interim Executive Director of the Lake Minnetonka Conservation District in 2016.

Business Management

- In 1992 established The Brimeyer Group, Inc., an executive search firm serving cities, counties, non-profit organizations, semi-public agencies and private sector companies.

Memberships and Community Service

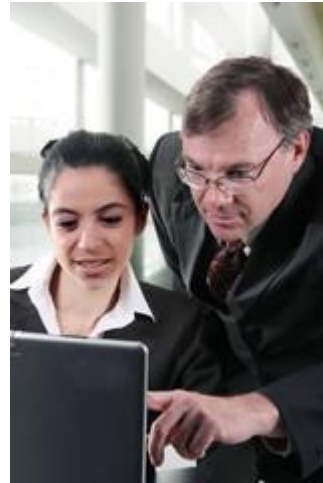
- International City Management Association and Minnesota City Management Association.
- Past President of the St Louis Park Rotary Club and the St. Louis Park Rotary Foundation, currently serving as Treasurer.
- Past President at Minnesota Valley Country Club (2016)
- Member of Professional Referral Organization -

Elected/Appointed Public Service

- City Council Member at-large in St. Louis Park, Minnesota for eight years (1996 - 2003).
- Chaired the first Vision St Louis Park process in 1994-1995 and in 2005-2006, Served as Chair of the Steering resulting in the publication of the Book of Dreams for St Louis Park.
- From 2011 to 2015 was a member of the Metropolitan Council. Served on the Transportation Committee and Chair of the Management Committee.

What Coaching Is

Efficient, high impact process that helps individuals in leadership roles to improve results that are sustainable



Short meetings- one hour every two weeks for six months.

- Generate insights - DiSC Profile
- Gain Clarity
- Provide focus - Limit of Three
- Make decisions to improve performance



Improve results in ways that are sustainable over time.

Clients want

- outcomes,
- career success,
- organizational effectiveness,
- career and personal satisfaction.

Help people to improve their own capabilities and effectiveness so that results and improvements last.

What Coaching Is Not

- Therapy
- Management
- Consulting
- Training or Teaching
- Mentoring
- Progressive discipline



An effective Coach works with a client to get from Point A to Point B.

The Coach intervenes and provides advice, when appropriate, and customizes a “tool” or solution that works for the client’s unique situation.



Coaching is

- working one-on-one with clients;
- encouraging them to make difficult decisions;
- stepping out of their comfort zone;
- identifying limiting behavior;
- embracing change;
- shifting performance.

Traits of Leaders of Leaders

- Committed
- High Aspirations
- Possibility
- Vulnerable
- Flexible



Coaching can help the Leader of Leaders



Reduce the feeling of being overwhelmed

- by workload,
- by complicated and lengthy assignments,
- by difficult employees and difficult supervisors;

Deal with the frustrations that occur in the workplace with other supervisors and with employees.



Manage the “lack of clarity”
provided by the governing board or
a supervisor.



Get things done effectively and efficiently, in a timely manner and meet the expectations of the participants and the recipients.



Have some measure of success in a new role that will enhance the work environment and have some measure of future success.



Look good in your role, have fewer headaches in your role and advance your career with matching compensation growth.



The coach's role is to

- minimize the “responsibility” of leadership
- bring value to the table for the client.





Lunch and Learn ---- Career Growth and Professional Development

Meet around lunch time – bag lunch or I order from someplace local

10-15 minutes – Lunch and explain the concept of coaching

20-30 minutes – Present and discuss case studies of completed coaching assignments and a powerful coaching tool that I share with clients.

10- 15 minutes - Discussion

All attendees are welcome to schedule a 20-30 individual session to meet with me at a later time to discuss their interest in the idea of coaching

Thanks

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Time Management

- The situation -- client is overwhelmed, spending too much time at work, disorganized, complains of too many meetings and wants to be more productive.
- The benefits of coaching --- higher productivity, less stress, piece of mind and focus on the important things

One Page Career Plan

- The situation – stuck in career, want to do some career planning and not sure where to go or what to do next.
- The benefits of coaching – clarify career expectations and what to do next, explore a variety of steps on how to move forward and reduction of career risk

Leadership Dashboard

- The situation – overwhelmed and having difficulty focusing on what matters most, organization is not accountable or aligned, would benefit with tools to stay grounded and focused on what is important and seems to have a conflict with personal values, vision and career and the organization's needs.
- The benefits of coaching – grounded and focused on what matters most, has an organization development tool and everyone is aligned with organization goals, resolves issues of personal conflict with the organizations values, vision and priorities and has a simple tool to know what is important for success and satisfaction

Engaging and Mobilizing Employees

- The situation – you are not getting enough productivity or engagement from employees, getting negative feedback from employees, low productivity, low morale and high turnover and issues recruiting, retaining and developing top talent.
- The benefits of coaching – you get higher productivity, better teamwork, comfort and confidence leading, improved impact and leadership presence, increase morale and decrease turnover, development of internal staff to increased responsibility and making continuous improvements.

Behavioral Coaching

- The situation – you have a behavioral blind spot that is holding you back in your career, have a talent or strength that you can build on by adding a specific behavior, a 360 assessment reveals an opportunity to add a specific behavior, want to work on one or two behaviors that will have a significant impact on your performance and your career and you want to develop a specific skill.
- The benefits of coaching – career moves forward and you get better results, your reputation and the perception of you changes and improves, relationship with others improves and you receive ongoing feedback and advice, increase confidence and specific leadership competencies improve which leads to greater results.

More coaching tools to consider:

Foster Collaboration

Effectively/Move Things Forward

Inner Game of the Leader

Personal Branding

Take Care of the Personal Realms

Resolve a Conflict

Service Excellence

Perceptual Coaching

Communicating Simply and Powerfully

Create a High Performance Culture

Coaching Thru Change

360 Assessment

Power base coaching

Think Comprehensively

Teams

Strategic Planning

Succession Planning

Influence Others

Board Development

Business Coaching Tools

Success Stories

County Supervisor- New Job

His direct report - a revealing 360 assessment

Public Works Supervisor - Promoted

CC General Manager- Behavior modification, member relationships

Clubhouse Manager - Supervisory skills, success in the new role

City Administrator - Political success and community improvements

Head Pro - Effectively working with member committees

Green Superintendent - Managing expectations of members and financial reporting

Assistant Director of Facilities - Adjusting to organizational challenges

Pro bono work- Fellow golfer; Asst Administrator; City Manager







