

Coaching



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.
- Transferred the company in 2012

Memberships and Community Service

- 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.



Certified Executive Coach with almost 50 years of experience.

Executive Coach/Strategic Advisor 2015 – Present

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.

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 or longer

- Generate insights - Personality Profile
- Gain Clarity
- Provide focus - Limit of Three Goals
- 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

meant to fix someone

Management

do the job for someone

Consulting

- not make recommendations
- can add value when needed
- not a “crystal ball”

Training or Teaching

- share knowledge or best practices
- not a classroom or discussion setting

Mentoring

- experienced showing how to do it
- many coaches have experience, tho

Progressive discipline

- coaching can be seen negatively
- should be seen as an investment in talent

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.



Traits of Leaders of Leaders

Committed

continuous learning
seeking improvement

High Aspirations

ambitious goals
see great things happen

Possibility

potential for personal greatness

Vulnerable

able to learn, grow and get better

Flexible

more options, better results



The Value of Coaching



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/boards;

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



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.
- The coach is a “Shadow Leader”



Leadership Dashboard

- The situation – overwhelmed and having difficulty focusing on what matters most, organization is not accountable and not focused on what is important.
- 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 organization.**

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.**

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**

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, **want to work on one or two behaviors that will have a significant impact on your performance** and your career.
- 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.**

More coaching tools to consider:

360 Assessment

Teams

Strategic Planning

Resolve a Conflict

Succession Planning

Influence Others

Board Development

Communicating Simply and Powerfully

Create a High Performance Culture

Coaching Thru Change

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's son; Asst Manager; City Manager

What some people are saying

Jim Brimeyer is passionate (about coaching, about learning, and about people). He sets up his own high goals and meets them. He asks other people's opinions, analyzes with them, and helps them grow. I have seen him coach. He is outstanding.

- **Certified Coach**

Jim provided great coaching. He helped me with behavior modifications and tools to help me become more effective in meetings and with my communications. I now frequently use the five critical questions to deal with almost every issue that confronts me. Because of his advice on my cover letter and resume, I've had an interview that I expect to lead to a job offer and a significant promotion. I appreciate the coaching experience with Jim. It has been very valuable to me."

I was accepted by the City Council to be the Public Works Superintendent. I used several of your techniques that you taught me. I can't thank you enough.

- **Deputy Director Public Work**

"Working with Jim was a pleasant, enlightening experience. The timing of our work coincided with a tense, problematic situation at work. His coaching and suggestions were not only timely and thoughtful, but they effectively opened my eyes to another pathway that ended up easing the situation. I would have no hesitation getting coaching advice from Jim again and can highly recommend him for others."

- Information Officer, Business Services, Hennepin County

Jim was my coach for six months. New responsibilities were coming at me quicker than I could develop the tools to navigate them. Jim stepped right in stride with where I was at, instead of stopping me in my tracks to teach new 'methods' or 'processes.' He helped me develop my natural talents, capitalize them, and fluidly execute them. I had a vision of where I needed to be, to take my organization where it needed to be, and Jim made that his priority

- Executive Director of a Non Profit

Jim was my coach for several months. He then continued to provide guidance and support even after our official agreement ended. My organization was impacted greatly by the Covid-19 pandemic. Jim continued to reach out, meet with me, listen, and offer thoughtful advice. I believe this shows so much about his character.

The time I spent working with Jim was worthwhile. Jim provided me with tools, thoughts and sometimes just affirmation about dealing with things. Jim is a great listener. I really appreciated that he took notes and never lost site of the things we had discussed or the challenges I was facing. He clearly has a great deal of experience but one of the best qualities I found in working with him was that his solutions and suggestions are not canned. He listens and pivots his recommendations based on what's best for your scenario.

I would absolutely be willing to work with Jim again.

President & CEO – Destination Marketing Organization

Complimentary Coaching

Managing any size or type of organization can be very challenging, especially during a pandemic situation.

Some folks see the value of coaching but do not always have the time or the resources to take advantage of this useful tool.

Offering my time to provide 90-120 minutes of coaching (over 2-3 sessions) complimentary...no cost to you!

This offer is available to anyone who would like to talk through a situation or explore any options that might be considered with no obligations. These sessions will be done using Zoom with our current situation.

If anyone decides during these discussions that a formal coaching arrangement would be helpful, we can negotiate a “deferred payment” option or an acceptable payment plan

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

- Meet around lunch time Or other preferred time
- Explain the concept of coaching
- Present and discuss case studies of completed coaching assignments and a powerful coaching tool that I share with clients.
- Discussion

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

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