

COACHING CASE STUDY

FEATURING



“JIM’S FREQUENT ‘BOLTS OF LIGHTNING’ GAVE MY COMPANY THE JOLT IT NEEDED.” – STANLEY MONROE

“I began life as an entrepreneur over twenty years ago, back in 1994. My initial business concept continues to flourish (200 employees in 25 locations) and has led to the formation of six new ‘sister’ companies over the past several years. Five years ago, my company reached a critical stage in its growth. What had worked in the past was no longer working; our success had led us to a crossroads, requiring an overhaul to our company’s hierarchy, its information flow and its operational procedures. That’s when I started working with Jim Jubelirer.

I initially engaged Jim as my personal business coach. He approached our work holistically, asking me to examine not only my business goals (increasing value for my investment partners), but also my personal life goals (keeping work creative and fun, as I’m in this for the long haul). Jim helped me determine when I should delegate and when I should lead. He also guided me in identifying which employees were capable of expanded leadership roles, and which new hires would be the best players for my expanding team.

From day one, Jim showed an interest in my business and learned it down to the minute detail—from the names of my employees to our systems and procedures. It’s one of the reasons Jim is so unusually good at what he does. Although we’ve always run our company “by the numbers,” Jim drilled down beyond traditional reporting, asking us to look at a myriad of telling Key Performance Indicators (KPI’s) for both cash flow and human capital.

Furthermore, Jim listens. He asks questions and then offers suggestions: “Why don’t you try _____?” “Have you considered _____?” Those clear jolts of insight leave me wondering why I hadn’t thought of those ‘commonsense’ solutions. But then I realize that I wouldn’t have been able to think of them, at least not immediately, because I’m too close to the matter at hand. It takes an outsider’s eye - but more importantly, it takes Jim’s unique, insightful perspective grounded in years of experience and business acumen. Jim’s insight has “saved my bacon” on more than one occasion, enabling me not only to find creative, elegant solutions to various dilemmas, but also to increase our revenue by \$1 million annually every year we’ve worked together.

As we all know, managing growth is complicated and tricky. Jim's hands-on advice and assistance continues to be vital in our efforts to grow steadily and safely in this challenging marketplace. During this process, Jim has been a combination of Socrates, Carnegie and Master Yoda! He has helped us with organizational charts, business goals and has even mediated disputes between high-ranking managers with different ideas about how to reach our goals. As if that weren't enough, Jim has also helped each individual in our management team define his/her own personal vision of the bountiful life and helped illuminate how we might attain this elusive chimera known as "happiness". I can't recommend Jim's services highly enough.

I trust and value Jim's expertise so much, that in addition to acting as my coach, I have also asked him to work with my entire team to lead our company's overnight leadership retreat. I look forward to seeing how his influence will electrify our company as each member of the management team begins to implement Jim's advice." – Stanley Monroe, Esq. Executive Director, Carolina Partners in Mental HealthCare



Find your WHY and create a long-range plan for your business with predictable results.
Contact Jim to get started.

jim@jimjubelirer.com | (919) 969-7818 | www.jubelirerresultsgroup.com