

# James Coltharp

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**Business Strategist & Capacity Builder for Expanding Companies | Executive & Team Coach | Leader of Teams | Trusted Advisor & Catalyst Helping Drive Engagement, Alignment, Competitive Excellence & Execution |**

**Help growing companies generate significant value through enhanced business performance.** Founded two businesses, one focused on coaching and motivating individuals for greater impact and engagement, and one focused on public policy advising and strategic planning, leveraging 20+ years of executive policy leadership experience with Comcast that led to its improved reputation and growth.

Work alongside or within a startup, medium size, or large organizations to positively affect clients' bottom-line and individual lives, generate value and growth. Spur individuals and organizations to action and sound execution by building action plans, engagement, and alignment. Combined consulting and coaching assignments yield significant synergies. *ICF certified coach (PCC complete, approval pending).*

**As Operations & Development Advisor,** drive enhanced employee effectiveness, agility, and accelerate teams' strong start by coaching individuals and teams toward improved engagement, peacemaking, collaboration, and trust, resulting in reaching the finish line through better relationships, problem solving, and a hopeful view of the future. Proactively help to support local policy work, prevent, or minimize local and/or competitor opposition, and prepare organizations for dramatic future growth.

**As Strategy Advisor,** drive enhanced business performance: address specific needs to build/maintain a compelling marketplace presence through strategic planning and sound execution.

**Scope of work:** Organizational alignment | Strategic planning & execution | Team/executive coaching | Accelerated teams' strong start | Peak performance guidance | Public policy goals & priorities |

## ILLUSTRATIVE ASSIGNMENTS & ACCOMPLISHMENTS

### Public Policy Strategy

Helped a viable startup and disruptor to prepare a favorable regulatory framework to grow its business in a new adjacent marketplace by developing a public policy strategy. Enabled client to effectively:

- Anticipate and address prominent federal, state, and local issues and execute/advance business objectives through development of initial recommendations and priorities
- Prevent or minimize local and competitor opposition through greater awareness of the public benefits the client brings to its communities.

### Public Policy & Coaching

- Enabled a Fortune 500 company's Public Policy office maintain the status quo of limited federal regulation by enhancing its role in Washington, DC
- Prepared a series of growing mid-sized, regional communications players to successfully enter new community markets facing heightened scrutiny & greater competition. Provided initial strategy, created an approach to equip the team for actively adding service to new and major market.

### Coaching: Development, Conflict Resolution, and Reputation Mitigation

- Successfully helped a rising official prepare for a major assignment change. Focused on how to effectively navigate career, prepare for service in a conflict zone, and address critical work tensions while weighing important life decisions. Preserved career growth by preparing client for next longer-term assignment.
- Prepared a client's employee for a successful transition by enabling client/employee reconciliation and subsequently facilitating client's onboarding in a new role at another company.