

## James Papiano

### *Business Strategist and Human Resources Consultant*

James has been involved in individual, group, and organizational change—including coaching, consulting, and training—for more than 10 years. He is a catalyst for change in corporate character—adept at transforming under-producing and under-performing work environments into cooperative cultures of greater consensus. He acts as a business partner with senior management to tackle such business challenges as developing strategy, maximizing organizational effectiveness, driving profitability through people systems, integrating business strategy with operations, and building consensus across levels and groups.

James is comfortable with ambiguity and leading change, and can guide even the most reticent groups. He is known for intellectual curiosity, a point of view, understanding the business and those who work in it. He embraces constructive friction and keeps a systems perspective, modeling productive communication and diplomatically disrupting the status quo.



### **James Papiano Operations and HR Strategist**

James has worked with startup companies to develop the workflows, policies and procedures needed to develop strategies and grow the organization. He has also successfully worked with mature companies where change is required to improve performance or create a more strategy-focused, energized work force.

James has been trained by the Balanced Scorecard Institute, and is certified as a professional coach by the International Coach Federation.

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