

# **JAMES BEATTY HUNTER, MPHIL, GDM (LEADERSHIP), CPCC**

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## **PROFILE**

**Leadership expert with a decade of experience successfully advancing critical thinking and exceptional leadership skill development with purpose, in business, government and academia.**

- Exceptional and intuitively perceptive abilities as a leadership and management consultant.
- Outstanding teacher, short-listed for distinguished teaching, bringing value and development to students at a graduate academic level.
- Consistently successful mid-manager/executive professional coach.
- Work well in teams or individually, in multi-disciplinary and multi-cultural situations.
- Certified Professional Co-active Coach. MBTI certified.
- Dual US-Canada citizenship.

## **PROFESSIONAL EXPERIENCE**

### **Consultant/Coach in Leadership Development**

**2009-Present**

Promoting and guiding the development of leadership knowledge and skills.

- Consulting with individuals and organizations to enhance leadership development, especially in the areas of self-awareness, motivation and engagement, communication, leadership behavior and leadership skill development.
  - Associate of Robert Saggers & Associates, a group of consultants committed to leveraging learning and leadership.
- Creating and facilitating workshops on leadership:
  - Creator and facilitator of corporate training workshops for professionals for McGill University's Career and Professional Development Department.
  - Presented workshops to the CCV (Canadian Council on Volunteerism), an assembly of managers and co-coordinators who work for non-profit organizations primarily in health care and social services.
  - Creator and facilitator of the Interactive Roundtable Session, 15<sup>th</sup> Annual International Leadership Association Global Conference, Montréal, 2013.
- Coaching private clientele, with a focus on improving interpersonal skills, managerial behaviors and aligning professional vision/mission with roles and job profiles.
  - Have successfully fulfilled coaching mandates in the education, manufacturing, ICT, marketing and health sciences industries, at both the mid-manager and executive levels.
    - Associate Coach with The Pillars, a Montreal-area firm specializing in Organizational Development and Human Relations.
    - Affiliate Coach with BeyondTheTheory, an international coaching and leadership development firm based in the UK and Canada whose mission is "To develop and inspire leaders at all levels and enable businesses to realise their full potential."

**Instructor** **2009-Present**  
**McGill University**

Teaching graduate-level courses on leadership, change leadership and leadership development in the Graduate Diploma and Graduate Certificate in Leadership programs at McGill University's School of Continuing Studies.

- Have taught the introductory course in the program, "Leadership Theory and Practice" for the past seven years; also taught "Developing Leadership Skills" and "Leading Change".
- Rated at an average of 93.5% in annual student evaluations.
- Short-listed for the Award for Distinguished Teaching, 2012.

Also associated as an instructor in the Corporate Training section of the Department of Career and Professional Development.

- Deliver the workshop "Direct Thyself: Self-Management for Self-Leadership" on a twice-yearly basis. Presented modified versions of the workshop to the International Civil Aviation Organization (ICAO, a UN agency) and at the CICA/Chartered Professional Accountants of Canada 2012 Business and Industry Conference
- Co-created and delivered the workshop "Getting Ready to Lead" designed specifically for first-time managers who need to lead other people for the first time.
- Teach the course "Interpersonal Skills for Professionals".

Also teach part-time as an instructor at LaSalle College in the General Education Department, principally in teaching Humanities ("Knowledge").

**Co-administrator** **2011-2013**  
**"Coaches of Montréal/Coaches de Montréal"**

Organized the local community "Coaches of Montréal/Coaches de Montréal," whose membership serves to advance the understanding and promotion of life and business/executive coaching.

- Coordinated presentation/networking meetings, oversaw governance and communications.
- Managed relations with the International Coach Federation (ICF) and the local ICF chapter, ICF Québec. Oversaw growth of cooperation between "Coaches of Montréal/Coaches de Montréal" and the ICF Québec on networking and professional development issues.
- Increased new members: 19.5% growth in membership participation at networking/presentation meetings from 2011 to 2013.

**Associate/Partner** **2006-2011**  
**TRT Universal**

Founded TRT Universal, a partnership of leadership and management specialists.

- Provided analysis for a civil/military aviation corporation on the growth and "fit" of a stand-alone work group responsible for the development of a new software/hardware product.
  - Evaluated the group's expansion with respect to culture/norms, and company relations. Also appraised the effect of group dissolution and corporate assimilation on members.
- Conducted a market study for an international real estate company.
  - Targeted potential markets for expansion for their commercial real estate division.
- In collaboration with McGill University Student Services, created and facilitated workshops for two McGill University student leadership programs, the "Leadership Training Program" and the "Facilitator Training Program".
  - Tripled the number of workshops to better support student facilitators' needs.
  - Participant-evaluated at an average of 94%.

**Associate Consultant  
Lemay-Yates Associates**

**2008-2009**

Provided business development support activities and market research for a boutique management consultancy specializing in the telecommunications and broadcasting industries.

- Contributed to research/reporting on a range of telecom, broadcasting and new media issues.
  - Wrote a User Guide for auction strategy/tactics during the 2008 Auction of Spectrum Licences for Advanced Wireless Services.
  - Wrote reports on the progress of mobile commerce in Canada (for Industry Canada) and iPhone/smartphone pricing and distribution internationally (for industry consumption).
- Published a daily policy newsletter service on commercial telecom regulatory issues.

**EDUCATION & CERTIFICATION**

Graduate Diploma in Management (Leadership concentration), McGill University (2007)

- Won the Abitibi-Consolidated Prize, awarded to the student with the highest academic standing in the Diploma in Management program; named to the Dean's Honour List.

Master of Philosophy in British Romanticism (MPhil), University of Oxford (Oxford, England) (1990)

- Byron Speaker at the 1989 Wordsworth Summer Conference on British Romanticism.
- Features Editor for Cherwell Yearbook 89/90, the annual student magazine.

Bachelor of Arts (Honours) in English Language and Literature, University of Toronto (1986)

- Certified Professional Co-active Coach (CTI)
- MBTI (Myers-Briggs Type Indicator) Steps 1 & 2 Certified

**AFFILIATIONS**

International Leadership Association

International Coach Federation

Board member on the Conseil d'administration for Pleins Pouvoirs/Kidpower, the Montréal chapter of Kidpower Teenpower Fullpower International, a global non-profit leader dedicated to providing empowering and effective child protection, positive communication, and personal safety skills for all ages and abilities.

“It is not because things are difficult that we do not dare,  
it is because we do not dare that they are difficult.”

~ Seneca