

Jim Rives

Maricopa, AZ 85238

602.826.1238

jim@executiveleadershipinstitute.com

Executive Officer

A transformational leader successful in surfacing the best in people and organizations; enabling others to step into their passionate offers to make a true difference. Focus on relationship building, employee satisfaction and inspirational vision. Depth of executive experience in operations, leadership development, human resources (staffing & training), banking, insurance, real estate, telecommunications, and High Tech provide “big picture” discernment of operational and talent needs. Excellent communicator who quickly gains the confidence of others. Style and expertise puts the “smooth” into organizational effectiveness through affirmation and inclusiveness.

LEADERSHIP SKILLS

Initiative	Motivating	Developing Others	Adaptability
Decision Making	Business Awareness	Teamwork	Creativity/Innovation

PROFESSIONAL EXPERIENCE

Executive Recruitment/Leadership Coach

2007-Present

President & CEO, Executive Leadership Institute LLC, Phoenix, AZ
Executive Leadership Coach to major financial (banks and credit unions), education, non-profit organizations across the US for Executive Recruitment (CEO/VP/Director levels). Benchmark leadership roles to effectively understand the need, source leadership talent with compelling leadership presence, conduct OnBoarding to affirm blending into organization quickly and effectively, and ongoing leadership development of executives and their teams. Assessment of Executive Teams for the purpose of creating leadership presence and executive retention. Advisor to Human Resource executives across the US in staffing and HR issues.

Executive Recruitment

2004-2007

DDJ Myers, Ltd., Phoenix, AZ

President Executive Recruitment Division and lead Leadership Coach

- Provided Retained Search sourcing services to Top 100 banks and credit unions across the United States for CEO and senior level positions
- Increased revenues over 100%
- Boards and Senior Executives sought my coaching for skill in discerning and developing executive leaders
- Clients: ING Direct, GMAC Bank, Capital One Financial Services, Union Bank, Comerica Bank, Compass Bank and numerous Credit Unions

Writer and Counselor

2001-2004

JacobsMinistry.org Inc., Scottsdale, AZ (Non Profit)

- Founder and CEO of this non-profit organization. Relationship articles published weekly on many Christian Singles Dating sites. Reach over 100,000 individuals per week and counseled an average of 100+ per month.
- Featured in New York Times article on Christian Internet dating sites

Talent – Executive and IT recruiting

Cipolla & Associates, Scottsdale, AZ

1998-2001

HR - Sourced and placed technical staff with High Tech corporations.

- i2 Technology: supply chain and eCommerce, operations research, industrial engineers, graphic artist/web designers, subject matter experts in pharmaceutical, oil & gas, aerospace, and governmental entities
- Hitachi Data Systems: Network and Pre Sales engineers
- C-Bridge and Web Methods: VP Sales, Pre Sales engineers, data architects, and subject matter experts in automotive and telecommunications
- Unisys: outsourced call center management
- Other High Tech Clients: VP Sales, Network and Field engineers

Manpower, San Jose, CA 1997-1998
HR - Recruitment of permanent staff for High Tech clients, including director, engineers and administrative assistants

Telecommunications

IDC, San Jose, CA 1993-1997
Created and developed a sales organization for long distance resellers, data communications and international call back services

Real Estate

Real Estate Broker, Simi Valley, CA 1990-1994
Mortgage Broker for residential and commercial loan packages. Sourced funding for commercial business ventures.

Non-Profit Management

First Baptist Church of Van Nuys, Van Nuys, CA 1983-1991
Executive Pastor/Chief Operations Officer/HR
- Responsible for a \$3.5 million annual budget and a staff of 65 in church and school ministries and facilities management with over 3,000 members.
- All HR responsibilities for staffing and policies.
- Real Estate: Led in the planning and development process for relocating the campus to another site in Los Angeles. This included permits process, design, bidding and public relations of the project. Total project was in excess of \$12 million. Worked extensively with City Council of Los Angeles and media public relations

OTHER EXPERIENCES:

Insurance

Ben Hammond Insurance Agency, Sacramento, CA
CEO - Purchased a \$1 million independent insurance agency for 1,000 commercial and 1,000 residential clients. Sales, underwriting, quotes, and claims. Revenues increased by 50%. Staff of seven

Banking

Wells Fargo Bank, San Francisco, CA
- Promoted from Manager to Assistant Vice President in IT/Operations Division of the bank.
- Responsible for over \$12 billion of item processing a day
- HR responsibility for staffing a Division of 1200 personnel with 3 fulltime recruiters
- Administered Leadership Development for the IT division with 3 fulltime training officers
- Responsible for all facilities management of downtown San Francisco locations
- Managed a Call Center for check processing

EDUCATION

BS in Business Administration, California Baptist College

CERTIFICATIONS AND RECOGNITION

Doctor of Divinity (Honorary degree in recognition leadership work in California non-profit organizations)
Certified Leadership Coach – Strozzi Institute
DISC Certification - TTI
Certified The Forte' Institute Interpersonal Communication Profile
Executive Committee of Golden Gate Baptist Theological Seminary Board of Trustees (7 years)
Chairman of the Executive Board for 1100 Non-Profit organizations

SKILLS

MS Word, MS Excel, MS PowerPoint, MS FrontPage, MS Outlook, graphic software, Windows XP Professional, Quicken/QuickBooks, MaxHire, PCRecruiter, web browsers, and sundry of other computer software and environments.

KEY WORDS: Chief Executive Officer; Chief Administrative Officer; Vice President Human Relations; VP HR; Director Human Resources; Chief Operations Officer; Mentor; Executive Development