

## JAMES F. O'BRIEN

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Jim O'Brien is a knowledgeable and skilled human resources and career management professional. With over forty years of corporate leadership and consulting experience, Jim brings a broad knowledge of the world of work to his assignments. His career has included senior human resource management positions in the manufacturing, telecommunications, and finance industries enabling him to work effectively at all levels of the organization from executive to front line.

During his career at GTE/Sprint and Fannie Mae, Jim was involved in a number of organizational restructures. He is sensitive to the impact change has on people, and has coached numerous individuals who have had their positions relocated or eliminated. Since becoming a human resource consultant, Jim has delivered many career transition workshops, written five human resource policy manuals, and has developed a national management practices program for a client firm. In addition, he has coached hundreds of individuals as they have worked through career decisions.

Jim is recognized for his honesty and understanding of business situations. He has the ability to "see the glass as half full" and causes his clients to do the same.

### Expertise

- Career Management
- Human Resources & Program Development
- Professional Staffing
- Individual Coaching/Counseling

### Experience

- Facilitated three self-directed work teams in the career transition process which resulted in dozens of successful placements.
- Delivered multiple career transition workshops focusing participants for an aggressive job search.
- Successfully coached managers, directors and vice presidents in their current or new position getting them to a better place professionally.
- Created a labor/management education program which succeeded in reducing tension and boosting understanding.
- Managed large staffing projects bringing the proper talent to bear on the situation.
- Developed a supervisory workshop that used the case method to enhance the decision-making skills of line management.
- Developed and implemented a Uniform Recruitment Guide and Field Practices Manual for a 600-person Sales Organization.
- Designed, developed and delivered a Management Practices workshop for a high technology organization.
- Former adjunct faculty, George Mason University and Northern Virginia Community College.



## **James F. O'Brien (continued)**

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### **Education**

M.A., Industrial Relations, Wayne State University, Detroit, MI  
B.S., Business Administration, Merrimack College, North Andover, MA  
Certificate, Leadership Coaching, Georgetown University  
Certificate, Organizational Development, Georgetown University  
Certified, Campbell Interest and Skill Survey  
Myers-Briggs Type Indicator Qualification

