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James Henry McIntosh Executive Consultant

25+ years experience in multiple industries, business and organizational environments

James is an independent executive consultant working out of Richmond, VA. Since 1990, he has focused on making management teams more effective, mainly by creating shifts in strategy-perception and execution-behavior. He has done this for CEOs, leaders and teams in different business environments, including the public sector and non-profits. During his career he has been directly involved in diversification strategies, the integration of acquisitions, start-ups, the sale of business units and corporate turnarounds from bankruptcy.

James can be heard on Public Radio 88.9 FM WCVE, Richmond VA
Mondays at 7:19am and Saturdays at 8:19am.

His current books are available on-line and in bookstores:
Make the Nonsense at Work Work for You (also available on CD)
Crossing The Nonsense Divide: Steps to Finding Your Path to a Successful Life

Business Consulting Highlights:

- Achieved within 18 months the successful turnaround of a bankrupt retail clothing chain of 185 stores in 5 countries by functioning as consultant and confidant/coach to the CEO and directing strategic planning and executive team development.
- As a business consultant specializing in strategic planning and organizational development, he has either worked in or served clients in the following industries: advertising and branding; dairy; digital imaging; information technology (systems development); internet-based (payroll administration); manufacturing (paper packaging); medical (blood transfusion; hospital privatization); municipal and county services; merchant shipping; oil; professional services (accounting, tax and financial services); and retail (clothing; furniture; sports goods).

General Management Highlights:

- Transformed an outdated paper packaging business into a diversified industrial company with interests in information technology, financial services, and paper packaging (initially as interim CEO and then as board member with responsibility for strategic planning and the integration of acquisitions.)
- Directly involved in 10 acquisitions, two start-ups and the sale of a major business unit for a profit in excess of market expectation.

Strategy and Execution Highlights:

- Developed a perceptual analysis tool (the SHIFTSM Trigger) and a planning process which links the implementation of focused action plans directly to strategy. This tool has been used by more than 300 individuals in senior management.
- Developed a formal strategic planning framework for a retail company with a chain of furniture stores and a chain of fashion sports goods and clothing. The same framework, with minor revisions, was still in use a decade later.

Education:

- **MBA**, Stellenbosch University Business School, Cape Town, South Africa
- **Hons B (B&A)**, Stellenbosch University Business School, Cape Town, South Africa
- **B.S.** in Agricultural Economics from University of Pretoria, South Africa

James is also an affiliate of MindForce Consulting, a select group of more than 30 independent consultants and entrepreneurs dispersed geographically throughout the US and select non-US locations. James leads the Strategy Alignment and Execution Services practice area and represents MindForce Consulting in the region from Washington, DC to Raleigh, NC.

