

John M. Blake

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SUMMARY OF SKILLS

10 years Executive Director level professional experience who provides:

- Systematic translation of organizational objectives and goals into implementable plans and measurable benchmarking successes.
- Motivating and passionate interpersonal and communication skills which create high trust and high yield relationships.
- Entrepreneurial, foundational, and creative development skills in educational processes integrating people strategies and business goals.

AREAS OF EXPERTISE:

- Change Management
- Training & Development
- Organizational Effectiveness
- Organizational Learning
- Leadership Development
- Organizational Culture Assessment
- Employee Relationship
- Strategic Human Resources
- Teambuilding & Group Dynamics

CONSULTATIVE EXPERIENCE

Owner/ Senior Organizational Development Consultant & Executive Coach

May 2007-present

Teambuilding, Coaching, & Consulting (TBCC)

- Consultant in strategic business development, including communication flows, strategy alignment, organizational culture transformation, and training and development resulting in bottom line improvement of business goals.
- Research and needs assessment specialist and organizational data analysis expertise leading to organizational change.
- Instrumental in the completion of organizational structural reorganization for greater efficiency and effectiveness – creating over 90% annual retention rate of customers in a service-industry business, and increasing revenue by 35%.
- International consulting experience in over 10 countries, specializing in cross-and multi-cultural transformation issues.
- Executive coaching experience in supporting transitional executive from business losses of \$400,000 annual to \$20,000 profit over 18 month period through personnel changes, strategic alignment, and targeted marketing.
- Stockholder communication strategy with human capital management creating alignment of organizational culture, business strategies, and people strategies resulting in minimal turnover and new client growth.
- Facilitated specialized, high-yield training for groups from two people to 300 people, resulting in shared vision and increased productivity.

Director of Coaches Recertification

June 2006–present

Global Resource Team

- Created and facilitated online & specialized course content for recertification and on-going training purposes for 125 worldwide coaches using the Grip-Birkman (GB) Assessment to enhance the completion of individualized goals, highlight the potential uses of the GB, and create deepened ownership of the assessment.
- Facilitate group intervention resulting in shared vision, system ownership, interpersonal trust and strategic goal setting.
- Trained executive coaching techniques, utilizing assessments and varied coaching models to empower worldwide coaches.

RELATED LEADERSHIP EXPERIENCE

Executive Director

August 2010-present

National Collegiate Acrobatics & Tumbling Association

- Write, develop, and implement strategic business and growth plan for nationwide development of new athletic model including partnerships, marketing, and organizational development resulting in 9 member universities investing over \$400,000 each into the organization (Uni. Of Oregon, Uni. Of Maryland, Baylor Uni., Quinnipiac Uni., Azusa Pacific Uni., Fairmont State Uni., Plymouth State Uni, U Mass Dartmouth, Kennesaw State Uni.)
- New client development and strategic/relational marketing of qualified athletic programs, generating 80% growth over 12 months.
- Data collection, analysis, and strategic development of integrated training program with tiered implementation and evaluation process, resulting in organizational focus, and multi-dimensional growth strategies.
- Team leader of virtual team instilling vision, shared goals, and implementing strategy to produce opportunities for over 200 female student athletes currently.

Vice-President

January 2003–August 2007

Spirit of the South - Lawrenceville, GA

- Secured major venue and hotel contracts, oversaw event marketing and promotion, developed sponsorship and customer relationships, and supervised all employees resulting in 80% customer retention.

- Created a large-scale business strategy, developing and evaluating budgets, and human resource development for strategic growth of the organization annual growth of over 100%, becoming financial profitable in three years.

International Director (‘00-’08)

June 1997- August 2007

Fellowship of Christian Cheerleaders - Lawrenceville, GA

- Advised and consulted with the organizational structure, strategic development, and training systems for the Czech National Cheerleading Association resulting in government financial support and current annual membership of over 3000 athletes.
- Planned and oversaw international meetings experiencing growth from 42 participants to over 500 in less than four years, facilitating growth of industry across Europe, and conducted training in conference and coaching settings.

National Event Coordinator (‘03-’07)

- Responsibilities included venue contracts, event safety, company insurance and risk assessment, scheduling, and development resulting in over 40,000 athletes and over 50,000 spectators engaging in events throughout US.

National Representative (‘00-’03)

- Hiring, training, and on-boarding activities for employees (approx. 80 associates per summer) for integrated training events nationwide for over 450 institutions resulting in increased retention, increase annual involvement of customers at multiple activities, and greater focus and safety of the employees.
- Planned large scale and small scale events ranging from 45 attendees to 5,000 attendees generating over \$3 million in annual revenue.
- Spoke as industry expert at conventions and conferences, training interpersonal skills, technical skills, team development, resulting in greater buy-in and ownership for attendees.

Owner & President, Program Consultant, & International Judge

September 2002-present

JMBlake Routines - Dacula, GA

- Consulted with over 125 unique managers and teams over the previous six years, working with over 35 unique contract experts resulting in over 30 national championships, program recognition and influence, and larger support budgets, generating over \$250,000 of revenue.
- Guided program development, technique training, and recruiting for major universities resulting in an increase of 90% in the number of athlete inquiries and program interest.
- Conducted training, quality management, and program audit resulting in integration of program into athletic department providing a 60% increase of program’s annual budget.

EDUCATION

The University of Georgia - Athens, GA

May 2011

Master of Education, Human Resource Development

- Specialization: Organizational Development

Indiana Wesleyan University - Marion, IN

May 2000

Bachelor of Arts, English

Bachelor of Arts, Biblical Literature

CERTIFICATIONS AND SKILLS

Certified Consultant: *Birkman Method* (behavioral assessment tool)

Certified Trainer: *Grip-Birkman Assessment* (behavioral and spiritual gifts assessment)

Certified Coach: *Grip Birkman, Transmissional Coaching*

International Trainer: Experience in Germany, Czech Republic, Russia, and Uganda

Language Skills: Fluent in German; foundational knowledge of Russian

ADDITIONAL SKILLS

- Microsoft Office (Excel, PowerPoint, Word)
- Adobe Photoshop
- Excel proficiency
- Cross-cultural sensitivity trainer

OUTSIDE INTERESTS

- Life Coach
- Writer
- Acrobatics & Tumbling / Competitive Cheer Choreographer
- Brother / Son / Friend / Traveler extraordinaire
- Active church member & international missions passion