



## JAMES HARCOURT

### PRINCIPAL CONSULTANT

James Harcourt draws from over twenty years' experience in the public and private sectors, working with executives Australia-wide to improve performance and business outcomes. He has proven success in leading and coaching individuals and teams through complex, demanding and dynamic environments. The combination of his broad experience, coupled with his passion to connect with people, enables James to quickly assess the situation and formulate a change plan for achieving results.

#### James specialises in:

- Career Planning and Management for Executives
- Transitioning from Technical Expert to Leader
- Professional Sales Development
- Change Management
- Strategic Business Growth

Commencing his professional career as an Officer in the Australian Army, James had the privilege of leading teams overseas on several operational deployments. He undertook management training with the US Army, and a career highlight was parachuting into the MCG on ANZAC Day with The Red Berets. In his final posting James developed and implemented strategic human resources policies for a 3000-person strong organisation at the forefront of Army's deployable capability.

He has experienced firsthand the importance of strong leadership when driving success in stressful and demanding environments. This is equally applicable in creating a foundation for corporate success.

On departing the military, James carved out a corporate career where he was the number one sales performer within his specialisation in the Defence and Aerospace sector. He went on to successfully lead a sales team through the Global Financial Crisis, and then co-founded a business from start up into a successful consultancy specialising in the IT, Defence and Aerospace sectors.

James is an accredited executive coach, a graduate of the Royal Military College - Duntroon, and the Australian Defence Force Academy. He holds a Bachelor of Arts from UNSW, and has completed an extensive range of leadership and management training within military and commercial environments. James has three children and attempts to keep fit on one of his many bikes during his imaginary spare time.

