

# James Gehrke

## *Speaker, Trainer, Author, Learning Strategist*



Magnifying the potential of individuals and managers is a passion for James. He founded Magnify Leadership & Development LLC in 2005 with the goal of improving individual & organizational effectiveness through learning & development. James understands development challenges; before founding Magnify Leadership and Development, he was the Director Team Lead of Learning and Development for Pfizer Europe/Canada/Africa & the Middle East. James has an undergraduate degree in Organizational Communications and a minor in Spanish; a Master's of Science in Organizational Management & Leadership; and a certificate in Spanish language and culture from the University of Salamanca, Spain. Altogether, he has 20+ years of experience helping Fortune 100 companies and individuals in over 40 countries to "magnify" their full potential.

### **Author**

James is the author of *Magnify Change Leadership: A Practical Guide for Leading Teams in Times of Change* and dozens of articles on leadership and organizational effectiveness. In his upcoming book: *A Personal Leadership "Pilgrimage" 8 Lessons of Personal Excellence Learned on the Way of St. James*, James guides readers on a personal "pilgrimage" where they discover 8 vital lessons essential for those who wish to make a lasting positive impact on those they serve.

### **Learning Strategist**

It is essential that your learning strategy is meeting the critical goals of your organization. James partners with organizations to analyze their teams in order to identify the key skills, capabilities and knowledge they need to drive results. He then develops learning solutions to help fill gaps in vital areas.

### **Speaker**

Medieval pilgrims believed that through their efforts and sacrifice in journeying to sacred locations, they would gain insights and knowledge that would improve their lives. Unfortunately, today we are so bombarded by day-to-day pressures that we don't often stop and reflect on our own uniqueness. In his speeches and workshops, James guides audiences on an "inward pilgrimage" of personal development, self-leadership and personal excellence. Currently James is delivering key note speeches and workshops on the following topics: Personal Leadership Pilgrimage • Change Leadership • Building a Message that Motivates • Hallmarks of Coaching Excellence and others.

### **Trainer/Learning Designer**

James has helped dozens of organizations improve their effectiveness through creating training interventions that encourage "learning by doing" through the use of role plays, surveys, videotaping, and other adult learning principles that are interactive, fun and enables participants to "magnify" their own strengths and maximize their effectiveness.



**MAGNIFY**  
**Leadership &**  
**Development**

Magnify - "To make great or greater; to enlarge; to exalt."

The goal of **Magnify Leadership and Development** is to assist you in improving organizational effectiveness and results by magnifying the natural talents and abilities of your employees and managers through our unique blend of training, tools, and resources.

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## Publications

*Magnify Change Leadership:*

*A Practical Guide for Leading Teams in Times of Change*

Coming soon:

*"El Camino" A Personal Leadership Pilgrimage:  
8 Crucial Lessons on Personal Excellence Learned on  
the Way of St. James*

## Featured Speaker

- Global HR Forum: Rome, Italy – Oct. 2011
- Pharma HR Forum: Barcelona, Spain – May 2011
- Pharma SFE Forum: Lisbon, Portugal – March 2011
- Salt Lake Chamber of Commerce – Feb 2011
- Global HR Forum: London, UK – Oct. 2010
- HR Forum: Philadelphia PA – Sept. 2010
- Learning and Development Conference – Eugene Oregon – Aug. 2007

## Workshop Facilitator & Learning Strategist

Clients include:

- AMAG
- Almirall
- CMOE
- Fleming Europe
- Pfizer
- StratX
- Advantis Research & Consulting
- Bayer HealthCare
- Disetronics
- IMS Health
- Sinclair

## Articles have appeared in the following:

- Career Management Resources Newsletter
- FHL Consulting Newsletter
- Journal of Dentist Technology
- Coaching Essentials
- Prentice Hall Textbook Newsletter
- Organizational Development Newsletter
- Executive Prospective
- OI Partners Newsletter

## What People are Saying About James:

"During five years, I had the opportunity to work with James on very strategic projects for the company, where he succeeded to influence and drive change in different countries. He has the strength to train and facilitate topics to diverse populations from top management to down. He works with a high level of professionalism, with a natural way. He is very human and very people oriented."

**Amal Belakbir, Training Manager, Pfizer**

"James is a detail oriented learning strategist. He is an excellent facilitator for any leadership development and management training."

**Greg Rasmussen, Owner, RASMA LLC, Anytime Fitness**

"I highly recommend James for his ability to lead projects and his platform skills. He has been an integral part of rolling out many TTT sessions globally for BI and has always executed flawlessly."

**Paschal Brennan, Business Development Director, BI**

"I have worked with James on a number of Events organized by our company & it always was/is a real pleasure. James is one of the most dedicated and enthusiastic people I know, who has the ability to win the crowd over easily. He proved himself to be highly experienced professional and confident speaker with the global experience. So if you're looking for a great speaker, workshop leader or chair look no further!"

**Petronela Gregova, Meeting Planner, Fleming Europe**

"James is a collaborative partner with a great deal of expertise in global cultures and implications when creating a concept and taking it through to implementation."

**Jennifer Iannetta, Merck**

"If you seek a passionate, knowledgeable training professional with global experience to be a valuable addition to your team or project, I would highly recommend James. Over the past few years I have had the pleasure of working with James and was immediately impressed with his ability to establish instant credibility with the client team. This ability comes as a result of his consultative and personable approach, and is built upon the foundation of his extensive learning and development experience."

**Frank Urso, Business Development Director, BI**



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