



## Lee Jay Berman

Principal, Senior Consultant



For over 20 years, Lee Jay Berman has enjoyed working in leadership development and conflict resolution. He actively practices as an executive coach, facilitator, mediator, and trainer for individuals and groups of all sizes, calling upon his deep background in business, leadership, people skills, psychology and neuroscience, communication and presentation skills, conflict resolution, and negotiation skills. His clients span the globe and include Fortune 500 companies, top professional service firms, law firms, non-profit organizations, government agencies, and celebrities.

As a leadership consultant and executive coach, he is often retained to lead management teams, collectively and individually, through transitional periods and to maximize performance. His executive coaching work leads C-suite executives, board members, and senior partners in areas of their greatest need, specializing in gathering and delivering feedback as a foundation for action plans in individual leadership, executive presence, relationship building, mentoring and coaching skills, team leadership, trust building, and conflict management. Above all, he uses his experience, perceptive ability, and intuition to help leaders see nuance, strategically assess choices, and make strong, impactful decisions in leading themselves and their organizations.

He has conducted trainings all over the United States, as well as in India, Europe, the Middle East, and Australia, and has had groups flown to Los Angeles from post-war Croatia and Jordan to train with him. He has trained and lectured at University of Southern California, Southern Methodist University, University of Texas, Pepperdine University, Loyola Marymount University, Southwestern Law School, Lipscomb University, University of California Santa Barbara, Cal-State Northridge, and Bond University in Australia.

Built upon the foundation of his economics degree from UCLA, and growing up in his family's retail clothing business, Mr. Berman pursued higher and deeper learning by studying negotiation and conflict resolution at Pepperdine Law School, Harvard's Program on Negotiation, and by studying executive coaching and organizational dynamics with the Gestalt Center for Organization and System Development, as well as the Harvard Negotiation Insight Initiative, and Mobius Executive Leadership's Next Practice Institute.

Today, Mr. Berman enjoys living by the ocean in Marina del Rey, and also enjoys his work and the people with whom it allows him to connect.

## LEE JAY BERMAN

### CLIENT TESTIMONIALS



#### WITH INDIVIDUALS

“As you know I originally worked with another coach but did not find that he challenged me sufficiently on a personal level. The primary value I see in an executive coaching relationship is to identify beliefs or thought patterns that may limit my professional success or personal happiness, and confront these. In our two years of work together you have done exactly that in a very effective way, and this is the key reason why I continue to eagerly work with you. I remain amazed at how you manage to start with my reflections on day-to-day events and over the course of our session follow a trail of clues I unknowingly provide until you've uncovered at least one, and often several surprising and fundamental insights. Your intuition about where and how to probe is impressive. You have also been very thoughtful in providing me with some very relevant and helpful ways to put learnings into action and unlocking in me a whole new level of mastery and performance. The return on my investment of time and money in our work together is truly unquantifiable.”

- *Jiri Maly, Ph.D., Expert Principal, McKinsey & Co.*

“Thank you Lee Jay for all of your help. I followed your advice in more ways than you could imagine, and made it through the last couple of days with less stress than expected.”

- *Hon. Scott Kafker, Chief Justice, MA State Appeals Court, on his Supreme Court Nomination*

“My biggest challenges that you made me make a complete turnaround in are twofold: 1. getting the most out of my team members by truly building on their thinking and aspirations. 2. Counseling senior executives, by truly playing on their agenda, asking powerful questions, and help them self discover issues, rather than pushing my own agenda and insights. Your coaching is by far distinctive, compared to other coaches I had in the past. What helps me most in your coaching methods are: 1. How you put the finger on the pain spots and help me see the bigger themes around my development areas that connect all the individual parts together. 2. How you draw me outside my comfort zone by having me practice role plays. Also, every meeting/call I feel that there is not a lot to discuss, and then you open my eyes again, force me to think, and I have another rich experience. 3. How you help me make the journey, step by step, and continuously expanding the horizon, and raising the bar for the end game.”

- *Otto van der Molen, Principal, McKinsey & Co.*

“Lee Jay, I am glad that I have you in my corner. You have been a significant help to me over the last 2 years and I look forward to the years to come. Thank you for all of your insights, candor and help.”

- Rob McGuire, *Managing Director, Institutional Equity Sales at Keybank Capital Markets*

“Lee Jay's coaching style is very effective. He's easy to talk to and asks good, pointed questions to generate discussions about my client work and my teams, then suddenly he draws my attention to something profound that I had overlooked and causes to me notice new aspects of the relationship or the work. He sees and hears things that I'm not paying attention to in those relationships, which is good because sometimes we can all get too close to the situation or have difficulty with reaching certain personality types, or we can simply tend to focus more on the content delivery. The key for me is his unique way of hearing 'between the lines' and making comments that I really did not expect and raise new perspectives for me. I also value talking to him about how to approach a new top tier client or revitalize an older relationship. Because he always challenged me to put the client relationship first and to consider alternative approaches, I find I am being more strategic in my approach to those conversations. After talking with Lee Jay, I have done some things I would not have otherwise done and took some chances in my client coaching that worked well and resulted in developing deeper, more trusted relationship with those clients. I always found our talks a very good investment of my time, no matter how busy I was. He definitely delivers good value for the time and pushes me in a way that, while I resist it sometimes, I know I need.”

- Occo Roelfson, *Director, McKinsey & Co.*

## **WITH TEAMS**

“Lee Jay is very effective at helping leadership teams collectively build new communications and leadership skills.”

- J.M., *President, Louis Berger Services*

## **WORKSHOPS**

“Insightful. It made me understand how I can be a greater communicator and more impactful with my team”

- *Senior Vice President, Louis Berger Services*

“The program was so informative, foremost to teams in leadership development.”

- *Emelyn Palconit, Revenue Manager, Kintetsu Enterprises*

“In one of his articles, Lee Jay wrote that every successful program needs a champion. This is a key principle by which he operates, both in and outside of the classroom, coaching the professionals who have the opportunity to work with him. Lee Jay's enthusiasm is not just for what he teaches, nor is it only for the process. Rather, his enthusiasm is for us, every person in his training, along with their stories as individuals. I continue to recommend his workshops to friends and colleagues.”

- *Chandrika Shori, Esq., Dallas, TX*

“Lee Jay's enthusiasm, energy and passion facilitate the art of thinking outside the box like no other!”

- *Dana Keane, Esq., Center for Collaborative Divorce*