



**James M. Fico, Ph.D.**  
Hogan Coaching Network

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**Leader Selection and  
Development**

**Executive Coaching**

**Project-Centered  
Teambuilding**

**Performance Management**

**Leadership Growth in  
Continuous Improvement  
and Project Management**

**Onboarding and Talent  
Redirection**

**Background**

For 34 years Jim has helped organizations improve leaders' abilities to compete in the marketplace. He has worked with manufacturers, logistics organizations, service providers and government entities (law enforcement, intelligence, military and security) to increase bottom-line effectiveness and employee engagement. Jim is especially experienced with organizations who have fully adopted or are embracing continuous improvement and disciplined approaches to project management. He is very much at home working with leaders whose businesses are metrics-driven, aware that there are extra demands on teams that face ongoing, objective accountability. Jim's clients know that he will help them optimize their own strengths and developmental needs to achieve professional fulfillment for team members and desired outcomes for the organization. As part of his continuing analysis of his own effectiveness, Jim has built a predictive algorithm of critical leader dimensions to augment his assessments. He is also a co-author of a chapter, with Dr. Hogan, in *The Psychometrics of Coaching*.

**Professional Experience**

*Owner* – AlphaCourage system, focusing on Courage, Integrity, Persistence, Vision, Team Commitment and Technical Competence  
*Chief Examining Psychologist* – Federal Flight Deck Officer Program

**Education**

MA, PhD, Clinical Psychology, University of North Dakota  
BA, University of Wisconsin-Milwaukee

**Client Experience**

Appleton Manufacturing, ASI Thermal Technologies, Bemis North America, Borregaard LignoTech, EMT International, Great Northern Corporation, Laminations, McDonald's, Neenah Papers, Singapore Police Force, Spancrete, Stearns Division of Rexnord, several US intelligence, military, security and law enforcement agencies, more than 40 municipalities