

VisionSpot Consulting Group LLC Works to Develop Leaders

Dr. Valerie James spent more than two decades in corporate human resources mediating relationships between leaders and their employees. She saw firsthand the costs of ineffective leadership and communication breakdowns. She also saw how providing coaching and the proper tools and training could improve these relationships.

"In what felt like a blink, I was given a vision for changing the face of leadership," James said. "With a couple of trusted advisers and a big, audacious goal to teach leaders how to transform an ordinary day at work into an extraordinary day with and through others, my mission became possible."

James founded **VisionSpot Consulting Group LLC** in 1998, with a goal of transforming the way leaders and organizations work to improve productivity and employee engagement in the workplace.

VisionSpot Consulting Group is the Mobile Area Chamber's Small Business of the Month.

The firm began as a home-based administrative services company, helping small- and mid-sized businesses and startups with human resources and interim front-office management support. Ultimately, James found those services would be better utilized through the development of an instructional training model, designed to orient and develop leaders.

VisionSpot now offers the Solutions Maximizing Brilliance (SMB) School of Leadership and its signature Boost Camp on- and off-site training solutions, designed to improve employee skills, retention, service quality and business outcomes.

"With over 20 years of experience and a pool of professional, experienced and qualified consultants, we blend our deep leadership, human resources, training, process improvement, and project management experience to illuminate the connection of leadership development, corporate education and organizational development with business values, efficiency and

growth," James said. "Since our first year, we have grown at an exciting pace and have helped thousands of people achieve sustainable results far beyond the basics."

VisionSpot, which can be found at vsleadership.com, was also a 2018 Eagle Award winner and received recognition from the California Senate and Legislative Assembly for designing, managing, staffing and opening the first healthcare technical, administrative, management, and clinical simulation training center in an ambulatory setting in California to enhance the patient experience.

The company also received local Senate recognition for designing and launching the first on-campus iLead Leadership Institute certification program at the University of South Alabama. James and her company are also involved in several civic projects. The firm has partnered with Franklin Street Baptist Church's Adopt-a-School program to launch the L.I.F.T. Academy (Leadership, Inclusion, Faith and Transformation) this year. The program focuses on leadership through service and Christian values for students at LeFlore High School.

James and her husband Anthony also founded "Sock it to Mobile," an annual drive to collect and donate socks to convalescent homes, the homeless, the elderly and hospitalized children. They've collected more than 8,000 socks to date.

"Always find a way to pay it forward by leveraging what you know, care about and enjoy, to give back," James said.

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Dr. Valerie James is owner of VisionSpot Consulting Group. She is pictured here receiving an Eagle Award from the Mobile Area Chamber in October 2018.

