

James is a growth-minded Global Senior Executive known for providing strategic human capital, organizational strategy, and change management thought leadership to C-Suite leaders in fast growing scale-ups to Fortune 500-sized organizations. Over the past 20 years, James has supported on-site, fully distributed, and hybrid workforces in fast-paced organizations across over 25 countries. During his career, James has also led functional teams outside of Human Resources to include B2B/B2C Marketing, Design, Product Development, Engineering, and Project/Product Management Offices.

James was recognized in 2020 as one of the Top 50 Global Human Resources Professionals in the World. In 2023, James' People Operations team at ActiveProspect was recognized as a Top 100 Human Resources Team by OnConferences, and in 2024, James was again recognized by OnConferences as a Top 100 Human Resources Leader. James received his M.B.A. with a concentration in Entrepreneurship and Emerging Enterprises from Syracuse University, which at the time was recognized as the #1 program in the nation within the field of Entrepreneurship. James' undergraduate studies were at the University of Toledo where he graduated with a B.A. in Business Administration with a double major focus of Marketing and Human Resource Management.