

LEADERSHIP CHARACTER FORM SUBMISSION – INDIVIDUAL (4th of 4 submissions)

Nominee: Jim Huling

Title: CEO

Organization: Matrix Resources

Category: President/CEO

Nomination Information

>>>> BRIEFLY LIST WAYS THIS PERSON DEMONSTRATES INTEGRITY: <<<<

Jim is a genuine individual. He demonstrates honesty and integrity every day. He takes the time to listen and empathize with me every time I meet with him. He is a deeply honest individual, always communicating with his leadership team and the company truthfully and openly. He maintains an open door policy and anyone in our company can set up a meeting with him to discuss an issue or obtain coaching.

>>>> BRIEFLY LIST WAYS THIS PERSON DEMONSTRATES RESPECT: <<<<

Jim devotes an enormous amount of time to his employees. He personally meets ALL of our new start groups. He sends birthday and anniversary greetings to everyone in our company. He knows us all by name. He teaches a work life balance seminar series in all of our offices that have helped a number of people put balance back in their life. When you are talking with Jim, he makes you feel like you are the only person in the room. He devotes his attention to whomever he is with. Jim has received numerous letters from our consultants and those seeking employment about how he personally has helped them find a job, motivating them to continue their search, and truly touched them. He is honestly an inspiration of me personally.

>>>> BRIEFLY LIST WAYS THIS PERSON DEMONSTRATES RESPONSIBILITY: <<<<

Jim holds himself accountable to the same metrics and measurements that we all do at MATRIX. In fact, it was Jim's idea to post not only our corporate goals and progress in our lobby, but also are internal employee satisfaction scores (yes, that's correct, our scores !!!) as well as our external Client satisfaction scores. He believes and has implemented and supported the Franklin Covey Execute Strategy at MATRIX. In fact, he is a guest speaker at the Covey seminars frequently. He has formed the CEO advisory council at MATRIX, which allows everyone at MATRIX to provide ideas and insight into our operations.

>>>> PLEASE RELATE A STORY DEMONSTRATING LEADERSHIP CHARACTER: <<<<

Jim has surprised me on a number of occasions when he has called me personally to congratulate me on a deal that I had won or a large Project that I had implemented for a Client. Jim has sent a note and gift basket to my wife thanking her for supporting my career at MATRIX and all that she does to help me.

A few months ago, Jim sent me a personal note that was very heartfelt and deeply moving. In this note, he thanked me for all that I do and recognized some of my accomplishments that I wasn't even aware that he knew about. I have never received a letter such as this from an executive or leader that I have worked with.

Jim inspires me to constantly improve, provide superior service to my Clients, and deliver results to MATRIX. I have rarely met a senior executive with so much care and devotion for his family, employees, and company.