



James Wilkson

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## Introducing James Wilkson

Based in Tampa, Florida, James Wilkson is a Partner within our Executive Search, Leadership Advisory, and executive coaching practices. He specializes in Medical Management, Environmental Health and Safety, Technology, Software, Manufacturing, Retail, Hospitality, and Financial Service verticals.

James is a gifted profiler of executive talent and an accomplished search consultant delivering competitive leadership ranging from start-up and private equity-based companies to Fortune 500 organizations. Drawing on 26 years of search experience and a background in organizational communications and human behavior, he measures both technical skill and emotional intelligence with precision. Thus, joining Allen Austin made perfect sense when looking at the firm's history, leadership architecture, and disciplined approach to retained search and leadership consulting. James is a proven firm operator and an accomplished coach. He regularly advises on executive leadership, recruitment, culture-shaping, and succession related matters.

Prior to joining Allen Austin, James served as CEO and Managing Partner of Innovative Research Worldwide, Inc., Managing Partner of Search Advisors International Corp., and spent several years with Recruit Global on the CSI Companies team.

James supports the four pillars of Conscious Capitalism: higher purpose, stakeholder orientation, conscious culture, and conscious leadership. Allen Austin has created several groundbreaking proprietary tools such as the 4Cs Questionnaire™, Foresight™, and Total Performance Leadership™ architecture which closely aligns with Conscious Capitalism.

Over the last 26 years, James has executed searches across multiple sectors, functions, and geographies. He has executed searches on behalf of some of the world's biggest companies, including Centene, WellCare, Microsoft, PWC, United Technologies, Old Castle, Informa, Commonwealth Commercial, Brinker International, Rooms to Go, Intermedia Communications, Carrier, Ralston Foods, Raymond James Financial, and many others. He has sourced executives worldwide, including countries in Europe, India, South America, Canada, and the Pacific Rim.

James is qualified to administer technical assessments and personality psychometric assessments. He has a Bachelor of Arts in Business and Professional Communications with a specialization in behavioral and interpersonal communication from the University of South Florida. He has specialized training in professional and emotional profiling.

James is currently on the board of Grateful American Coin, a non-profit organization recognizing the men and women of our armed forces while contributing substantially to Southeastern Guide Dogs.

James spends his free time with family skiing, hiking, boating, and golfing. He is deeply involved in the music industry; his son has a rather popular indie rock band. Thus, James is well-versed in music contracts, licensing, venue management, and social media marketing. His daughter is a cosmetologist, and James serves on a local network advising the spa industry in best practices regarding merchant services and business development.