



## Robert “Jake” Jacobs, M.S. – Associate

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For more than 35 years Jake has supported more than 210,000 people directly on important changes they are making to their business. He has worked in 61 industries, from high tech to manufacturing to hospitality to entertainment to financial services. He has consulted to 96 organizations, from Fortune 50 to national non-profits and community theaters. He has supported major change efforts with the City of New York, the U.S. National Forest Service and Environmental Protection Agency and the United Kingdom’s National Health and Employment Services.

Jake specializes in creating far-reaching company-wide change. As the author of the business classic Real-Time Strategic Change, he is one of the pioneers who developed the technology that makes it possible to bring hundreds of people together at the same time to hold conversations about their preferred future and to make decisions in real time. He is a master in working with leadership teams to create alignment and a collective view. Jake is also an expert in designing and facilitating processes that involve the whole company in creating their future faster.

In his most recent book, Leverage Change: 8 Ways to Achieve Faster, Easier, Better Results, he explains the principles or “Levers” he uses to turbocharge a company’s work. His focus on driving change in individuals, as well as company-wide, make it possible to achieve results faster, easier, and better than a company thought possible. His methods help get more work done with less. Less confusion, less time wasted and fewer problems.

Before starting his firm, he worked as an internal consultant at Ford, director of the University of Michigan’s Athletic Tutorial Program, an investigator at the Institute for Social Research, and an interior garage painter, his first entrepreneurial business.

He graduated Summa Cum Laude from the University of Michigan and received a Master’s of Science in Organization Development from Pepperdine University with honors. While teaching others, he continued his own education at Notre Dame’s Executive Education Program, the U.S. Navy’s Postgraduate Institute, Roffey Park Management Institute in England, and St. Thomas University.

In addition to regular postings to his blog, he has authored and co-authored seven books, written articles for Strategy and Leadership, Executive Excellence, Leader to Leader, Strategic HR Review, the OD Practitioner, Consulting to Management and has been featured in The Huffington Post and Inc. magazine. He now calls Toledo home again after more than 30 years away and enjoys spending Sunday nights going out for Indian food with his parents – a “must do” tradition.