

Michael W. Davis, CMB

With an extensive background of more than 35 years of solid and proven business accomplishments, Mike is much sought after as an executive coach, organizational consultant and trusted advisor. Combining business acumen with an empathetic style, he has successfully developed leadership skills and awareness in countless senior level managers and CEO's across a wide range of industries. While he has focused in financial services, his broad experience extends to pharmaceuticals, technology, software, and professional sports.



As trusted advisor to leaders with global outreach, he has coached and provided consulting services in enhancing senior management expertise, developing teams globally, board of director competencies, and cognizance in behavioral changes to accommodate challenging business scenarios and the subsequent political realities of business.

Mike built a successful career in the financial services sector, which culminated as principal founder and CEO of Mason McDuffie Financial Corporation. During his tenure, he presided over growth in the servicing assets to close to 1.5 billion dollars. There he earned the company recognition as one of the top 10 privately held commercial mortgage banking companies in the United States. He was also selected to serve as President of the Northern California Mortgage Banker's Association, Board member of the California Mortgage Bankers Association and lecturer at the School of Mortgage Banking.

He received a BA from the University of California at Berkeley and has taken numerous graduate courses in real estate, finance and management at Cal.

Certifications in organizational behavior include Personnel Decisions International and MRGs' Leadership Effectiveness Analysis.

Mike is also in the last phase of earning his Master Coaching Certificate.

Key Highlights:

- Mike spent six years as coach and trusted advisor to the CEO, Executive Team and selected managers of a global pharmaceutical company. In that capacity he worked closely with the CEO on critical business challenges including corporate reorganizations, executive team alignment, corporate priorities and other key management initiatives.

- Mike successfully coached a key leader in a professional sports team on developing team dynamics, mentoring throughout the organization and navigating the political realities of professional sports.
- As coach to a senior leader in a global financial services company, Mike helped in the transition from CEO of the Japanese subsidiary company into the position as head of The Americas. In that capacity Mike provided individual coaching and team development work in addition to work on managing up the organization to the highest levels.
- In the area of career transition, Mike uses a proprietary model helping individuals analyze the landscape of transition. The work involves a thorough understanding of individual strengths, competitive advantages, knowledge of business opportunities and then integrating the material into a Personal Business Plan. Feedback from those who have worked with Mike in this process is very complimentary.

Organizations I've Consulted With – Partial List (and Years With Each Organization):

- Professional Baseball 2010 - 2011
- Russell Investments 2007 – 2010
- Santen Pharmaceuticals 2004 - 2010
- Loral SSL 2009
- Columbia River Bank 2009
- UC Berkeley 2009 - Present
- Silicon Valley Bank 2008 - Present
- Charles Schwab 2006
- Intuit 2006 - 2007
- Barclays – BGI 2009
- Lucas Films 2008

Geographies I've Worked and Consulted In:

USA. (Includes coaching outreach in Japan, Canada and Europe).

Leader Positions I've Coached:

- CEOs and Presidents, Board members, other C-Level leaders, Partners and Managing Directors, Vice Presidents.

Business / Talent Challenges I've Helped Leaders Solve:

- On-Boarding and evaluating for key positions
- Aligning manager and teams
- Collaborating and visioning with senior leaders

- Communication and related interpersonal skills
- One on one coaching challenges
- Creating and implementing Action Plans at all levels
- Solving individual challenges inhibiting moving up in the organization
- Collaborating on evaluating high potential talent
- Managing time effectively and setting priorities
- Collaboration on defining vision and then implementing down the team level
- Developing learned behaviors to enable them to become instinctive reactions
- Working with VC companies integrating new leadership

Leadership Experience:

- Mike has been a board member of a large community bank in Northern California and consulted on another bank board, in formation. He has been active in community affairs as chairman of a Planning Commission and participant in numerous local committees including foundation board member of the Tahoe Forest Community Hospital.
- At Mason McDuffie, Mike was responsible for defining the initial vision for the company operations. He acted as both CEO and CFO, developing and setting internal policies. Additionally, he was the leader in creating new investor and other partnership relations throughout the US. He was also the principal officer tasked with developing all strategic opportunities.
- Collaborating with a new business owner in the Green/Sustainability space to create a business plan and then assisting in the implementation. Subsequent recognition was accorded in Business Week, Success Magazine and the Huffington Post.
- As a Trusted Advisor, the best attributes of leadership become evident. Mike earned this role both in his work in Pharmaceuticals and Financial / Asset Management companies