

LINKEDIN PERSONAL RECOMMENDATIONS FOR  
**Norma Hale, President/Owner, JourneyAh, LLC - Leadership  
Management International (LMI) Franchise**



**Cherie Robinson**

Account Benefits Rep at Whorton Insurance Services

A client of Norma's

Norma is a tremendous asset to me! She has so much industry experience in coaching people, that she truly knows how to guide you toward your goals. I would recommend anyone trying to organize, manage, or sell to work with Norma.



**Benjamin N. Redic II**

CEO at Ballistic Blade Entertainment LLC

Norma was a fantastic facilitator for our Training and Development team while we worked at Master Networks. Even when the agenda was destroyed Norma could be counted on to deliver a detailed and insightful training to the team. It was actually in these moments that my respect for her talents grew. Anyone can prepare a training and regurgitate maxims from business greats for a few minutes. But to take on a topic completely unprepared and not only teach it but coach people through role play on the spot takes a deep understanding of what you are doing. Couldn't recommend her highly enough.



**Dina Schiaffo United Lending**

Loan Officer, NMLS # 1252831

A client of Norma's

Norma helped me to find direction in my business so I could get to the next level in production. She provided me with tools to help me with my time management and insight to prioritize day work/week. She is also the Educator at the Arboretum Master Networks chapter. I received great tips in business practice and leadership skills from Norma while I was in her group. I highly recommend Norma as a Business Coach.



**Neena Richard**

Senior Managing Consultant- IBM GBS Public Sector

Norma, accepted my request to be a mentor and allocated her time from very her busy schedule for our one on one's. Moving from SWG to GBS to take on a new opportunity 4 years back gave me the pleasure of discussing my career rants and raves with Norma whenever we could squeeze the opportunity. The interesting thing was that Norma and I never knew each other or met before, I was taking on a position which was new to me and by chance i stumbled into Norma through sametime. She was then a "Business Analyst"

with Watson group. I still tell my fellow colleagues, of how, she responded to a "ping" and took the time to guide me multiple times. Norma was a great asset to IBM and now i wish her the best in her new journey and passion.



**Chilimbwe Washington**

VFX Artist, Media Creation

A client of Norma's

Norma will get burrow through your onion layers of B.S. and get to the core of what you need to do. When orchestrating your turnaround, it's good to have a SOLID baseline to work from. Norma is an excellent person to help you do that. I heavily suggest that this woman of substance be the one that help you help yourself.



**Ashwini Kamath**

Design Researcher & UX Designer at IBM Watson

Norma managed and mentored our 2013 intern group for IBM Watson. Going straight from the classroom to an organization of 380,000+ people can be overwhelming, and Norma helped make that transition easier. She was definitely a subject matter expert and constantly shared what she knew. She also ensured we had access to all the necessary resources, training, people/expertise that would help us learn about work-related things. She patiently advised and coached on technical skills and professional skills. Norma did all the groundwork and set us up to be successful interns.

Norma always has a "how can I help" attitude, and even when she may not have the answer at her fingertips she will go to great lengths to find relevant information that can help out. She does all her tasks with a smile on her face. This is something I try to learn from her. Norma is very approachable, and a bundle of knowledge. I till reach out for her advice and guidance.



**Bobby Davis**

Acquisition Specialist at US Federal Contractor Registration

Norma is extremely knowledgeable about her industry and really understands the true importance of solid leadership and management training. I would definitely recommend her services and expertise to any organization large or small. Thank you, Norma



**Tripti Thapa**

Director of Finance

A client of Norma's

Norma is an exceptional professional development coach. She caters the program to your current needs and provides tremendous support and encouragement to ensure you get the most out of the program. I highly recommend her to any individual or organization looking for a training and development expert.



**Marva Bennett**

[Golf Orientation, CEO/Founder, Travelpreneur, and Toastmaster](#)

Norma Hale is woman of insight. She is empowered to bring out the best in people and organizations. I have worked for 20 + years with C-level executives and observed Norma's proven results within this group. What a career pivot Norma has achieved "transferring skill from one conveyance to another". Norma has channeled right into her sweet spot "leadership and management"!



**Beth Tracy**

[Manager, Corporate Citizenship - Florida, Iowa, Kansas, Missouri, Oklahoma](#)

I have known Norma Hale for more than 12 years. Norma Hale is a woman of incredible integrity and passion for community enrichment. She values the hard work of nonprofit organizations and understands the myriad of opportunities and challenges that nonprofit organizations face today. She delivers wide ranging diversified skills and demonstrates strong value in strategic application and vision. Norma is lively and fun to be around. She exudes a vast amount of passion that is enviable and inspiring to all those she comes into contact with. Norma has gone through IBM university as she is a retiree and now owns her own business as President/Franchise Owner at JourneyAh. Transparency, understanding, critical thinking, strategic vision, compassion and guided direction based on knowledge and expertise are among many of Norma's skills and competencies. Norma delivers invaluable resources personally and professionally.



**Peter Hare**

[Associate Director - Research Mission Programs at NYU Langone Medical Center  
A client of Norma's](#)

Norma has a genuine interest and exceptional flair for helping others to reach their full potential. I have met with her on a weekly basis for more than four months. Whatever the challenge I share with Norma, she always brings her creativity, vast experience, and common sense to bear on the problem at hand. By striking the right balance between empathy and firmness, she invariably helps me to unearth a productive way to tackle the obstacles in my path – both professionally and personally. Norma has transformed how I think about leadership, and she continues to help me to develop a leadership style that I feel comfortable with. The fact that I am now working through a THIRD course with Norma speaks volumes about her immense capabilities!



**[Rham K. Sriram](#)**  
[Connected Intelligent Solutions - Leader](#)

Norma Hale - Is a seasoned leader who has successfully shepherded 2 startups into profitable buyout along with founders. She is an acknowledged mentor and connector in the technology community. She has worked at IBM for a number of years.

**[Malisa DiGiacomo](#)**  
[Grants staff at The SAFE Alliance](#)

Norma is a longtime, awesome advocate for SafePlace. Through her excellent skills as a connector and networker, she has leveraged and provided funding and resources for our work to address and prevent domestic/sexual violence. Norma's generosity with her expertise and insights has also benefited us. She is an asset for any agency that seeks to strengthen the community, and we're proud and grateful for her support!



**[Nelson Franco](#)**  
[Logistics Manager \(LMZ Soluble Coffee\)](#)  
[A client of Norma's](#)

Most everyone from time to time will find themselves in a motivational slump. Although I had not realized that my attitude, self-image, and communication skills had declined over the years, after investing in LMI's Effective Personal Productivity course, I am able to wholeheartedly endorse its great value.

I highly recommend this course to anyone who wishes to vastly expand upon their leadership skills. In conjunction to the course materials, Norma's knowledge, experience, and candid advice helped me rejuvenate my inner core belief in myself as a solid and productive leader.

The following areas were particularly useful in my recent journey:

- 1) Recognition and value of results with less emphasis on perfection and more importance on synergy. My time is valuable and it should not be used to complete tasks that can be delegated to others who would achieve the same results leaving me to focus on complex tasks.
- 2) Since a great deal of my communication is through email, I have drastically been able to improve my level of professionalism along with substantially curbing the volume of statements and ideas reduced to a level that is crisp and easy to understand.
- 3) Appreciation of my behavior and behavior of others to significantly improve communication where everyone walks away with an inordinate feeling of corroboration. I really loved the simplistic awareness by William James, the greatest human need is to be understood and appreciated.

I suggest to anyone who has the means, immediately enroll in this course. More than ever, the success of your career depends on a high level of leadership skills. Do not waste another minute. Invest in yourself.



**Molly Hartwick**

[IBM Watson Partnerships | AI & Cognitive Product Management](#)

Over the past few years, Norma has been an invaluable mentor to me in both my career and my personal life. She has helped guide my career path and provided me insight into the business world that I would not have received any other way. Norma has also helped in establishing connections that have helped guide the direction I have taken with my roles. Leading by example, Norma is hard working and never fails to exceed expectations, her guidance in effective research has served as a tool I leverage often. As a mentor and a role model, Norma has been great to work with and I hope to find opportunities to work together again in the future!



**Gregory Trunzo**

[Community Manager](#)

[A client of Norma's](#)

Norma is a fantastic instructor who helps her students to discover their own strengths and weaknesses and to then apply the course material in a way that matches their personality and personal goals.



**Manoj Saxena**

[Investor, Entrepreneur, Speaker, Racing enthusiast. First GM of IBM Watson.](#)

Talented, driven and highly motivated! I have worked closely with Norma for almost a decade now and continue to be impressed with her desire to learn and excel at everything she does. Norma is an inspiration to all of us.



**J. Allen Thurston**

[Franchise Recruiter at Boulder Designs/Border Magic](#)

Norma is a delightful lady with a perpetual smile. One of the best relationship oriented people I have ever met. She is truly a great person to work with and would enhance any position that required interfacing with important, influential people.

For more information, check out [JourneyAh.com](http://JourneyAh.com)! Email Norma Hale at <mailto:normah@journeyah.com> or call at 1-512-699-3124 mobile.