

## LINKEDIN RECOMMENDATIONS



**Olmo Feudatari** · 1st

Concierge at Park Gstaad

November 20, 2018, Olmo reported directly to Jim

👁 All LinkedIn members

There are not many Leaders I know today, but what I can assure to all of you is that Jim Shumate is the true and pure definition of a living Leader! I still remember my first day at work at Bella Collina Towne and Golf in San Clemente California, a young post graduated guy, a bit insicure and a bit scared for the upcoming new adventure... Well, Jim with his Leadership attitude, passion and authority was able to trasmit me his values and his vision of the business, and thanks to him I had not only the chance to LEARN a lot about the Hospitality business, but most of all, thanks to him me I had the chance to live my



**Bill Johnson** · 1st

Branch Manager at West Capital Lending, Inc NMLS 1528634 CalDRE 02174280

March 20, 2013, Bill reported directly to Jim

👁 All LinkedIn members

Jim is a manager that is highly goal driven that executes budget goals and manages employees very effectively. He is a proven manager in the restaurant business and private club business. I highly recommend Jim in any venture that he operates and staff me manages. I had a great experience working with him.



**Tom Neill** · 1st

President / Creative Director at Private Club Historical

June 19, 2019, Tom worked with Jim on the same team

👁 All LinkedIn members

Our firm has worked extensively with Jim over the years at The Riviera Country Club. Jim's professionalism, attention to detail, and a exceptional leadership has made him a pleasure to work with. His extensive knowledge of the private club and hospitality industry is extensive and impressive. We always look forward to working with Jim and his respect for not only consultants, but the people he leads.



**Scott Julien, CCM, CCE** · 1st

Private Club Chief Operating Officer

October 5, 2021, Scott worked with Jim but they were at different companies

👁 All LinkedIn members

I have been colleagues with Jim for many years and have watched his dedication to excellence with great pride. He knows what excellence looks like and has proven the ability to create and recreate it consistently!



**Michael Crandal, CNG** · 1st

Author: The ABC's of Plutonium Private Club Leadership. Private Club GM/COO - Operations & Governance Expertise.

October 4, 2021, Michael was Jim's teacher

👁 All LinkedIn members

Jim was introduced to me by a highly-esteemed past President of The Golden State Chapter - who praised Jim's integrity and professional abilities. Since then, all others I've spoken with offer the same portrayal! And - you can add me to that list as well! My one-on-one encounters with Jim allow me to recommend him highly for any top level position in hospitality / private club endeavors! A fine man and quite capable professional.

## LINKEDIN RECOMMENDATIONS



**Toni Shibayama** · 1st

Chief Risk Officer- Insurance, HR, Safety and Wellness/ Author / Trainer/ Industry Expert Speaker  
November 26, 2018, Jim was Toni's client

All LinkedIn members

It's been an absolute pleasure to work with Jim. His enthusiasm and professionalism are of the highest standard as he takes on challenges and consistently strives to enhance the club experience. Not only is he a positive role model but an amazing manager that believes that his people are the most important asset to the club. I look forward to continuing our working relationship and will support his efforts at the iconic Riviera Country Club.



**Ryan Cashen** · 1st

Part-time college student is seeking a leadership role in hospitality.  
November 25, 2018, Ryan reported directly to Jim

All LinkedIn members

Jim has an incredible ability to solve problems while implementing sound financial solutions. He is a strong, decisive leader that meshes great with membership. I am fortunate to have him as a mentor while working at The Riviera Country Club. Thanks for your guidance Jim!



**Stephen Ronnow** · 1st

Lover of Great Restaurants | Creator of the Restaurant Leaders Lunch | Cost Reduction & Optimization

November 20, 2018, Stephen worked with Jim but they were at different companies

All LinkedIn members

I first met Jim Shumate 5 years ago, while he was GM at a beautiful fine dining restaurant.

With Jim's experience in the hospitality field (restaurants, chains, clubs), he has many areas he can aid a hospitality group.

I look forward to continuing my relationship with Jim and seeing / hearing about the great things he continues to accomplish!



**Walter Brock** · 1st

Co-Founder at CrossOvr Collective

December 8, 2018, Walter worked with Jim but they were at different companies

All LinkedIn members

Jim is the ultimate professional. He has the business acumen to manage one of the top country clubs in the world, while possessing soft customer service skills to ensure he over delivers for his clients. Jim has gone out of his way to help me create memorable experiences for donors and guests. I feel fortunate to have Jim as a colleague and friend!



**Gabriel Samano** · 1st

Vice President of Sales & Marketing at Preferred Marketing Group

June 26, 2019, Gabriel reported directly to Jim

All LinkedIn members

I had the pleasure of working with Jim for a few years. He was always a great example of how a true leader should manage under pressure. He is very skilled in many areas and has a very high intelligence for how a business should be operated successfully and was always willing to roll up his sleeves and help out whenever needed. I would work for Jim again if given the opportunity and would also recommend him to any company to is looking to bring on a proven leader.

## LINKEDIN RECOMMENDATIONS



**Scott Quigley** · 1st

Managing Director at Paladin Market Advisors

June 23, 2019, Scott worked with Jim on the same team

All LinkedIn members

Our club's Director of Operations, Jim Shumate, was hired nearly four years ago to make needed improvements. He worked closely with our advisory board and the membership to improve facilities and staffing. Jim has been instrumental in continuously expanding the range of social events and bettering the club facilities; he has an amazing attention to detail. He treats his staff well and is a good listener with respect to member feedback and it's clear that member satisfaction is his main goal. He also understands the food and beverage business and naturally translates this into satisfying the high demands of an elite club. What surprises me the most is that even after four years, Jim is continuously finding ways to improve the member experience of the club. We are very lucky to have Jim here and appreciate all of his good work.

Scott Quigley, Chairman ex-officio, The Riviera Country Club - Tennis Advisory Board



**Rick Edward Richards** · 1st

Partner Agent at Pacaso. Licensed Real Estate Professional/Consultant at Coastal Pacific Real Estate, LaJolla CA.. I am, "Always Honored to Assist!"

June 20, 2019, Rick Edward worked with Jim on the same team

All LinkedIn members

To Whom It May Concern:

I have known Jim Shumate for over 35 years. I worked closely with Jim in the Food and Beverage industry for many years in the early stages of his career. From the very start, he was the consummate professional and honed his skills with enthusiasm and dedication. I was witness to his prowess and development as he served in the position of General Manager to numerous high profile Restaurants, Private Clubs and Country Clubs, as well as, Consultant to several Restaurant start-ups. When Jim left each, for other opportunities, all were better positioned and more profitable, upon his departure.

I convey my highest recommendation for Mr. Shumate. Any establishment, fortunate enough to engage the talents, skills, knowledge, and experience of Jim, will benefit greatly!

Sincerely,

Rick Edward Richards



**Bill Johnson, CCM, CCE** · 1st

Private Club Professional

June 19, 2019, Bill was Jim's mentor

All LinkedIn members

I have known Jim Shumate to be a true private club professional. Always being "of service" would be the best way to describe work habit. As President of the Golden State Chapter of CMAA, I have the pleasure to connect with many club professionals, Jim is one of the best. I sincerely recommend Jim for any role in club management.