



### **NITL Emerging Leader Profile: Jim Shields**

For Jim Shields, progress isn't just a goal; it's a mindset. A lifelong learner, problem solver, and team builder, Jim has spent the last decade helping Tucker Company Worldwide strengthen its 65-year legacy while continuously improving how the business operates. As Operational Excellence Manager, he leads with a simple philosophy: Even if something is working, there's always an opportunity to make it better.

Born and raised in Haddon Heights, New Jersey, a short distance from where Tucker Company Worldwide was founded; Jim's journey to leadership wasn't exactly the one he originally envisioned. While studying Political Science at West Chester University of Pennsylvania, he initially planned to pursue law school. Along the way, he realized that path wasn't the right fit and began exploring other opportunities.

That decision led him into logistics.

After spending time as both an Account Manager and Logistics Broker in the industry, he was introduced to Tucker Company Worldwide. What stood out immediately was the company's leadership and culture. Nearly ten years later, Jim advanced from Senior Capacity Specialist Representative to Capacity Manager and now serves as Operational Excellence Manager, helping shape the future of the organization.

### **Building Teams, Solving Problems, Delivering Results**

Jim thrives in environments where challenges are complex, and the stakes are high.

His role centers on overseeing operations strategy, managing large-scale heavy haul transportation projects, and driving continuous improvement across the business. He leads a team of ten professionals and is passionate about fostering collaboration, accountability, and innovation.

Whether managing multiple high-priority projects simultaneously or navigating the uncertainty that often accompanies specialized transportation, Jim is known for maintaining a calm, focused presence.

"My team feeds off my energy," he says. "If I stay calm and focused, it helps everyone to keep that same demeanor."

That team-first mentality is at the core of his leadership style. He encourages employees to share ideas, ask questions, learn from mistakes, and challenge one another to improve. To Jim, mistakes are not failures...they are opportunities to coach, grow, and get better.

## **Honoring a Legacy While Driving Change**

Tucker Company Worldwide has been a leader in heavy haul transportation since its inception in 1961, and Jim is proud to play a role in carrying that legacy forward.

Heavy haul transportation requires meticulous planning, precise execution, and constant coordination. It's a highly specialized segment of the logistics industry, and one where Tucker continues to excel to this day.

Throughout his career, Jim has helped revamp internal processes, improve customer experiences, and strengthen operational performance. He takes particular pride in helping his team grow and succeed while driving meaningful improvements that benefit both customers and employees.

His commitment to excellence earned him the Certified Transportation Broker (CTB) designation through the Transportation Intermediaries Association, a credential that reflects his expertise and dedication to the profession.

## **Excited About What's Next**

One area Jim is particularly excited about is the growing role of artificial intelligence in the workplace. Rather than viewing AI as a replacement for people, he sees it as a tool that can empower employees by reducing administrative burdens and creating more time for strategic thinking, problem-solving, and innovation.

"Technology has continually improved how we work and live," Jim notes. "If AI is implemented effectively, it can help people focus on higher-value work and unlock new opportunities."

That same commitment to growth is what inspired him to participate in the Emerging Leaders Program. With more than twelve years in the logistics industry, Jim believes there is always more to learn. He is especially interested in gaining a deeper understanding of how industry leaders engage with policymakers and help shape regulations that impact transportation and supply chains.

He credits Tucker Company Worldwide leaders Jeff Tucker and Jim Tucker as examples of effective industry advocates and hopes to follow their lead in helping advance the profession.

## **Leadership Rooted in Purpose**

Ask Jim what motivates him most, and the answer comes quickly: his family.

A devoted husband and father of three young children, he finds his greatest fulfillment at home. Whether he's coaching through life's daily challenges or on the tee ball field, firing up the grill for family dinners, enjoying Friday movie nights, or spending time outdoors, family remains his driving force.

When he's not leading teams or solving operational challenges, you'll likely find him cheering on Philadelphia sports teams, playing golf with friends, or perfecting a new recipe on the grill.

For Jim, leadership isn't about titles or accomplishments. It's about helping others succeed, embracing challenges, and making steady progress every day. And that's exactly what makes him an emerging leader to watch.

*Jim Sheilds is a current member of the National Industrial Transportation League's 2026 Emerging Leaders Program.*