

## Personal Bio



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**Tim Bartz**, Director at Upstream Academy, was instrumental in the development of Upstream Academy, LLC and uses his many years of practical real world experience to ensure Upstream products and services remain relevant, practical, cost-conscious and effective in bringing accounting firms to a higher level of performance and productivity.

As a respected consultant Tim interacts regularly with firms across North America, facilitating partner retreats, speaking at conferences, training emerging leaders, and coaching managing partners. He has also authored articles on a variety of topics. An expert facilitator, Tim's engaging and energetic style draws participants into the discussion and helps them reach consensus on challenging issues. Drawing on his many years of successful experience as a managing partner, Tim helps partner groups identify positive solutions, draft meaningful action plans, and hold each other accountable for change. Tim has especially strong skills and experience in partner coaching and goal-setting, maximizing individual strengths, partner compensation plans, and mergers and acquisitions.

Tim's practical expertise comes from his many years as President of Anderson ZurMuehlen & Co., P.C., a regional CPA and business consulting firm headquartered in Helena, Montana. Joining the firm in 1984, Tim became a shareholder less than two years later. In his 19 years as President (1991-2010), Tim's visionary leadership directed the firm's growth from two offices and 49 employees to six offices and over 250 employees.

A couple of Tim's favorite reads are *The 7 Habits of Highly Effective People* by Stephen R. Covey, and *The Five Dysfunctions of a Team* by Patrick Lencioni.

When Tim is not busy with his director and shareholder duties you can find him with his wife Trish and their two children. He also enjoys picking up a fly rod or golf club and traversing the great outdoors.