



Skip Bates

Executive Coach & Facilitator

Driven to help others grow and achieve goals, Skip Bates has been on a journey to understand the importance of self-awareness and emotional intelligence in world-class organizations. He joins ClearRock following a 30-year career in banking with a strong focus on performance management and expertise in sales and delivery. With a strong track record of hiring top talent, fostering award-winning cultures, and achieving goals through employee engagement and development, Skip brings an entrepreneurial and growth mindset to his work.

His personal story started at Amherst College, where he studied religion, including a semester in India, living in a Buddhist monastery. Spending hours in contemplative meditation with Tibetan monks was an excellent way to develop a strong sense of self-awareness and empathy. Following graduation, Skip moved to Japan where he earned a master's degree at Doshisha University, studying U.S.-Japanese relations and intercultural communication. He also founded a Kyoto-based language school, where he developed an innovative curriculum based in English-language cooking classes and centered his path on pursuing business excellence through learning and development.

At Bangor Savings, Skip led the efforts of over 300 employees across northern New England. His roles required adept management of operations, regulatory compliance, underwriting, customer experience, and sales. Skip was an integral part of Bangor's successful expansion into New Hampshire and acquisition of Granite Bank in 2017. He also pioneered the Main Street Banking division, implementing a new model to serve the needs of business owners and their employees. During his tenure, Bangor Savings received recognition from JD Power as the "Highest in Customer Satisfaction with Retail Banking in New England," placed 7th on Forbes' list of "World's Best Banks" and was recognized as a "Best Place to Work." Previously, Skip held leadership roles in collections, marketing, and facilities management at the Fortune 100 credit card company, MBNA America.

Skip earned a leadership certificate from Wharton, is certified in EQ-I 2.0 and Predictive Index and completed the Center for Executive Coaching certification. He has served as a Governor-appointed member of the Maine Arts Commission, Treasurer of the Maine Venture Fund, and President of the Maine Development Foundation; and he currently serves as Treasurer of the Maine Center for Entrepreneurs, where he designed and facilitates a CEO leadership program.

For Skip, a life well-lived includes deep devotion to his family. Skip and his wife, Kate, live on the coast of Maine, close to their parents. They are avid hikers, aspirational stand-up paddleboard surfers, and they nurture a small Japanese garden.

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