



Skip Bates

Executive Coach & Facilitator

Skip's passion is in developing leaders, creating high-performing organizations, and fostering talent. Throughout a 30-year career, Skip has developed expertise in employee development, performance management, sales, and customer experience. Skip has worked with CEOs and Executive Directors in a variety of capacities for almost 20 years. He earned certification as an Executive Coach in 2020 and has created and delivered leadership development programs, sales management programs, and customer experience training. Skip has coached leaders in for-profit and non-profit industries, from banking to biotech and from higher education to health care. Skip's focus is on aligning culture, strategy, and talent while working with individuals to build emotional intelligence and action plans to realize their full potential.

Skip holds a leadership certificate from Wharton, is certified in EQ-i 2.0 and Predictive Index, and is a certified Talent Optimization Consultant. With a strong commitment to community service, Skip currently serves as Treasurer of the Maine Center for Entrepreneurs and previously served in board leadership roles for the Maine Development Foundation and the Maine Venture Fund.

Speaking Engagements

Thriving through Change. Mergers, acquisitions, layoffs, new technology...the business world is one of constant evolution. When employees hear the news, their first reaction is, "How does this impact me?" Change can lead to fear, conflict, turnover, and low morale. Successful leaders create a culture of trust, engagement, and meaningful purpose to maximize positive results.

Overview:

- Learn how predictive behavioral data can provide valuable insights to understand how individual employees will react to change.
- Understand the culture of high-performing organizations to position your company for resiliency.
- Build organizational and individual-level plans to foster communication, engagement, and trust.

Expanding your Influence. Building a strong personal reputation is essential for business success. Whether you are focused on career development, leadership influence, or sales, the key is to start with helping others. While the old adage was "It's not what you know, but who you know," the modern adaptation is, "*Who have you helped?*"

Overview:

- What does it mean to consciously build a personal brand?
- Who is the audience that you are working to influence and engage?
- What steps can you take to discover what others need?
- How can you establish and reinforce your brand promise?