



## **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 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, customer experience, and sales. Skip was an integral part of Bangor's 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. During his tenure, Bangor Savings was recognized by JD Power as the best bank for customer experience in New England and placed 7<sup>th</sup> on Forbes' list of "World's Best Banks." Previously, Skip held leadership roles in collections, marketing, and facilities management at the Fortune 100 credit card company, MBNA America.

Skip earned accreditation as an Associate Certified Coach (ACC), from the International Coaching Federation (ICF). He holds a leadership certificate from Wharton and is certified in EQ-I 2.0 and Predictive Index. Skip currently serves as Board Chair of the Maine Center for Entrepreneurs, where he facilitates the Visionary Leadership Program. He also serves on the program committee of the Midcoast Human Resources Association. In the past, Skip has been appointed by Maine's Governor to leadership positions at the Maine Arts Commission and the Maine Venture Fund.

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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