



# Greg B. Goates

**Executive Coach • Leadership Development • Talent Management**

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Greg Goates is results focused, Executive Coach and Organization Development/ Human Resource Leader with multiple industry background. He specializes in expanding and enhancing leadership capability while improving and streamlining processes and procedures resulting in greater efficiencies, increased employee morale, engagement and retention, driving bottom-line growth.

With over 20 years of experience internally in senior HR leadership line roles and externally as an executive coach and organizational effectiveness consultant, Greg brings multiple industry best practices and perspectives to his coaching clients. He has coached multiple executive (e.g. Chief Operating, Financial and Information Officers; Executive Director; Assistant General Counsel; VP of Regulatory; Senior Director Pharmaceutical R&D) and mid-level leaders (e.g. Director of Sales, Marketing; Project Management; Manufacturing and Process Development) in pharmaceutical, financial services, leisure sports, aerospace, health care, weight loss and flower propagation companies resulting in achievement of critical leadership development goals and organizational objectives, often including promotions for those he has coached.

One of Greg's noteworthy projects includes standardizing and deploying a "best practice" senior leadership development process at a pharmaceutical company and coordinating the Leadership Development Center run by UCSD Rady Business School for the top 70 leaders in the company. He facilitated leadership development meetings to capture leadership competency/talent data on those top leaders and facilitated feedback sessions for those leaders resulting in robust career and leadership development discussions and a systematic leadership development planning process across the company.

Greg also developed and deployed a functional Talent Management Process and automated a talent data gathering process utilizing a customized software platform, resulting in a streamlined process and successful growth of the leadership pipeline and succession plan, increasing the number of internal promotions. Greg also facilitated 360 feedback sessions with a customized 360 tool built around a customized leadership competency model representing the foundation of all Leadership Development work.

Greg has also led leadership development workshops deploying standardized leadership practices across organizations resulting in common understanding, language and tools to drive organization effectiveness and results.

Greg was responsible for directing the global Organization Development, Training, Employee Communication, Staffing and Retention functions at a bio tech company. His primary objectives included establishing a global culture from rapid M&A growth, establishing leadership development/succession planning processes, and building Human Resource processes and infrastructure. The company was nominated and received the SDSHRM Workplace Excellence Crystal Award for a medium-sized company.

Greg earned his Bachelor of Arts Degree in Human Resource Development from Brigham Young University and Masters of Science in Leadership Studies from the University of San Diego. He currently teaches at the University of California San Diego Extension in the Business and Technology sector. He is an adjunct coach with the Center for Creative Leadership (CCL) and Centre for Organization Effectiveness. He is also certified in various executive leadership development 360 assessments, personality and career inventories.

Greg is a Certified Associate Coach by the International Coaching Federation (ICF).

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***CREATING COMPETITIVE COMPANIES, ONE LEADER AT A TIME***

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