



*Leadership
Development
& Organization
Effectiveness
.....
Strategic
Human Resource
Leadership*

Greg B. Goates

Focus Areas:

Results focused, Executive Coach and Organization Development/Human Resource Leader with multiple industry background. Proven ability to expand and enhance leadership capability while improving and streamlining processes and procedures resulting in greater efficiencies, increased employee morale, engagement, retention and bottom-line growth. Knowledge and expertise in:

- Executive Coaching
- Leadership Development
- Succession Planning
- Talent Management
- Change Management
- Strategic Planning
- Performance Management
- Training and Development
- Talent Acquisition
- Talent Retention
- Continuous Improvement systems
- Process Management
- Organizational Assessment
- Project Management
- Managing for Maximum Performance
- Transformational Leadership

Background Summary:

President – Goates Consulting Group, Inc., Encinitas, CA

Owner and principal consultant responsible for business development and coordinating delivery of consulting services focusing on executive coaching and leadership development; organization effectiveness and strategic human resource leadership. Consulting experience with: Defense Applications, Home Building, Digital Imaging, Financial Services, Waste Water District, Marketing Consortium and Horticulture. Clients in CA, IL and NH.

Senior Director/Director Leadership Development – Amylin Pharmaceuticals, Inc., San Diego, CA

Recruited to lead the documentation and deployment of leadership development processes and best practices. Developed and deployed talent management processes and increased organizational change readiness resulting in the successful growth of the leadership pipeline and succession plan with increased number of internal promotions and “ready now” candidates. Successfully drove organizational adaptation required to navigate significant changes in market and regulatory environments. Provided leadership to staff of 1.

Organization/Leadership Development, Learning and Talent Acquisition – Invitrogen/ Life Technologies, Carlsbad, CA

Led Organization Development, Training, Employee Communication, Staffing and Retention functions supporting 2800 employees, revenue growth to approx. \$760 million with a focus on establishing global culture from rapid M&A growth, establishing leadership development/succession planning processes, and building Human Resource processes and infrastructure. Provided project management oversight and leadership to 16 critical HR projects to build HR infrastructure and create robust processes. Received 2003 SDSHRM Workplace Excellence Crystal Award for medium sized company. Provided leadership to staff of approximately 6.

Vice President of Human Resources and Organization Development – Children's Hospital and Health Center, San Diego, CA

Led Human Resource, Organization Development and Occupational Health and Safety functions supporting 3,000 CHHC employees with a focus on building Human Resource infrastructure, employee and patient safety and creating a blueprint for organization development. Provided leadership to staff of approximately 40.

Creating Competitive Companies - One Leader at a Time

1253 Orchard Glen Circle, Encinitas, CA 92024 • Ph: 760-519-9360 • Fx: 760-753-9380

greg@goatesconsulting.com • www.goatesconsulting.com



*Leadership
Development
& Organization
Effectiveness
.....
Strategic
Human Resource
Leadership*

Greg B. Goates

Director Human Resources and Organization Development – Senior Flexonics Ketema Aerospace Division, El Cajon, CA

Led Human Resource, Organization Development and Safety functions supporting 650 employees in aerospace manufacturing company with revenue growth of 200% to \$75 million, focusing on company restructuring, employee and leadership development, behavioral safety and HR process improvement. Provided leadership to staff of approx. 10.

Consultant / Training Director – Southern California Training Council, Irvine, CA

Consulted with multi-industry businesses to develop strategic Human Resource Development plans aligned with organizational goals to promote organizational effectiveness. Responsibilities included coordination and delivery of all client services, relationship management and ongoing sales.

Credentials:

- **MA Leadership Studies**, University of San Diego
Member of Kappa Delta Phi, National Education Honor Society
- **BA Human Resource Development**, Brigham Young University
Communications Department Scholarship
- **UCSD Extension Faculty** – Leadership & Management Development in Business and Technology Sector certificate programs
- **Center for Creative Leadership** – Adjunct Coaching Faculty
- **The Centre for Organization Effectiveness** – Adjunct Coaching and Consultant
- **Former Examiner for the California Council for Excellence (CCE)** – State of California Quality Awards based on the National Baldrige Quality Criteria
- **Certifications:**
 - Certified Associate Coach – International Coaching Federation (ICF)
 - Professional Coaching Program Graduate – Integral Coach – New Ventures West
 - Myers Briggs Type Indicator (MBTI) instrument
 - DISC personality assessment
 - Work Place Big 5 assessment
 - FIRO-Business assessment
 - STRONG Interest Inventory
 - Development Dimensions International (DDI) Master Trainer
 - Achieve Global Trainer
 - Interaction Associates – Facilitative Leadership
 - Lominger Leadership Architecture Competency and “Voices” 360 feedback system
 - CCL – 360 Assessment Suite: Executive Dimensions, Benchmarks, Prospector, 360 by Design
 - Polaris Competency and 360 feedback system
- **Professional Associations:**
 - ODN – Organization Development Network
 - ASTD – American Society for Training and Development
 - SHRM – Society of Human Resource Management
 - BEDC – Biotech Education & Development Coalition (currently serving as Board President)
 - NCPA – North County Personnel Association
 - ICF – International Coaching Federation

Creating Competitive Companies - One Leader at a Time

1253 Orchard Glen Circle, Encinitas, CA 92024 • Ph: 760-519-9360 • Fx: 760-753-9380

greg@goatesconsulting.com • www.goatesconsulting.com