



GARY PAYNE

CERTIFIED EXECUTIVE & LEADERSHIP COACH, ACC

OVERVIEW

Gary Payne is an Associate Certified Coach credentialed with the International Coaching Federation bringing direct personal experience as a CEO, long time P&L leader and executive search consultant to his clients. He is an active coach to senior executives and their leadership teams in organizations in North America, with a focus on working with first-time CEOs, high potential leaders and Professional Services Partners and Principals. In addition, he coaches leadership teams to be high performance and value creating. He is a member of the North American Leadership Advisory Practice for Odgers Berndtson, a UK-based global executive search firm. In this capacity, Gary executes strategic C-suite and Board level executive search engagements, primarily for Private Equity backed related companies.

Gary spent 6-years in his first CEO role for a Private Equity backed Industrial Services company, where he tripled the revenue of the business. His successful experience as a CEO gives him a unique ability to aid clients in navigating company dynamics and strategic change. He relates directly to the pressures involved in the C-Suite, how to develop and display emotional intelligence in the midst of leading a company, what it's like to report to a Board and the need to effectively manage the stressors that are standard in today's C-Suite. Gary also helps high potential (hi-po) leadership candidates realize their full potential by focusing on the developing their emotional intelligence and overall approach to leading people.

Gary ran a \$90 million P&L for a boutique technology-based consulting company for 10 years after beginning his career with IBM. During this time, he experienced first-hand the difficulties involved with developing a sustainable and value add Professional Services Practice. Gary is active on several philanthropic non-profit boards and sits on the Board of ICF Houston, the local organization of ICF Global. He has been married for 34 years and practices mindfulness daily.

EDUCATION

- 128 hours of executive coaching training, Rice University Doerr Institute "CoachRice" program
- B.B.A., Finance, The University of Texas at Austin

CERTIFICATIONS

- International Coach Federation (ICF) Associate Certified Coach (ACC)
- Certified Emotional Intelligence (EQi 2.0) and 360 Consultant
- Certified Peter Hawkins Systemic Team Coaching Methodology

WHAT CLIENTS SAY

"Gary has been my personal coach since I became a first time CEO 2 years ago. He has helped me define my leadership approach and has brought direct mindfulness in improving my EQ. He helped me develop my personal communications style and strategy internally, externally as well as in our quarterly Board meetings. He is passionate, caring and someone I trust completely".

- CEO PE backed Building Products Co.

"Gary's coaching during this time of Covid-19 has been invaluable to me and my team. We are going through a time of great disruption in our industry and his approach of reflection questioning and ensuring that we always have a focus on the big picture, despite serious short term pressures, has helped us to ensure we make good decisions. He has been a big personal help to me as I've navigated my emotions during this time."

- CEO, Global Energy Services Company

CLIENTS ARE LEADERS AT THESE REPRESENTATIVE COMPANIES

Shell · ExxonMobil · St. Luke's Episcopal Hospital · Memorial Hermann Health System · Siemens · Itochu International · Aegion Corporation · Bridgeway Capital Management · SGS · Numerous Private Equity firms

AREAS OF EXPERTISE

- Leadership Development
- Emotional Intelligence
- Executive Onboarding
- Coaching Ready Now and Ready Later Succession Planning Candidates
- Goal setting & internal motivation
- Building self-awareness & confidence
- Managing Anxiety & Stress
- Influencing & working with others
- Team Coaching using Peter Hawkins' Systemic Team Coaching Methodology
- Intra & Inter Personal Conflict Resolution
- Crisis leadership
- P&L (Profit & Loss) Management
- Supply Chain Management
- Operational Excellence
- Marketing & Business Development
- Organizational Design
- Strategic planning
- Acquisitions & Divestitures
- Commercial management
- New Product Development Process
- Lean Process Improvement
- Career Development
- Diversity & Inclusion

RESULTS: TRANSITION TO TRANSFORMATION

Representative engagements

- Coached a first time CEO who had assumed the head role at a Houston based Building Products Company. Coached using the Systemic Team Coaching methodology to help build a common purpose, goals, operating rhythm and support in order to transform the team from high performing to high value-creating.
- Delivered Emotional Intelligence Leadership Coaching for a high potential executive who was a major part of the succession planning at a medical device manufacturing company. The results were significant in helping the leader develop improved empathy, self-awareness and communications skills for her to be promoted ahead of schedule into a new P&L role.
- Onboarded a new Chief Operating Officer into a new role utilizing a proven onboarding process that allowed her to quickly absorb and begin to change the company's culture, establish a specific plan of action for the first 6 months and learn new skills that will allow for future success with the new company.
- Coached a new Executive Director at a large non-profit on establishing priorities in his work/life balance, implement the Measure What Matters planning system and develop new strategies for how to more effectively lead his management team.
- Performed Systemic Team Coaching for a boutique professional services firm that resulted in the elimination of competitive silos within the team, established a common purpose, developed stakeholder mapping to ensure that everyone on the team understood who they , as a team, were serving.

Ongoing engagements

- Gary supports two different Coaching Vendors on coaching senior leadership that is looking to transition into new roles due to organizational change initiatives. This also includes Career Coaching for selected senior leaders who are in transition.
- Gary supports and coaches the Executive Directors of two non-profit organizations whose mission is helping displaced and under privileged children.
- Gary supports leaders in healthcare, energy, industrial, professional services and non-profits. His clients' focus on goals like enhancing effectiveness in leading upwards and downwards, developing executive presence, setting boundaries and accountability, and matching leadership styles to others.