



Holistic Business Coaching

THE ART OF BUSINESS STRATEGY
THE HEART OF LEADERSHIP



About Us

Trigate Coaching specializes in building organizational capability at the intersection of inspired leadership and strategic acumen.

We believe that every leader can be a great strategist and that good business and leadership strategies can not be developed or activated in a vacuum.

We also know that the best companies achieve long-term success by infusing strategic acumen and leadership development throughout the organization versus outsourcing to paid consultants

That is why we bring a coaching approach to our work in a way that will enable you and your team to apply our proven methodologies to any strategy or leadership challenge you might face going forward.

Our Leadership Team



Bernhard Ries

Founder & Managing Partner



Brandon Barnett

Co-Founder,
Chief Strategist



Dave Lane

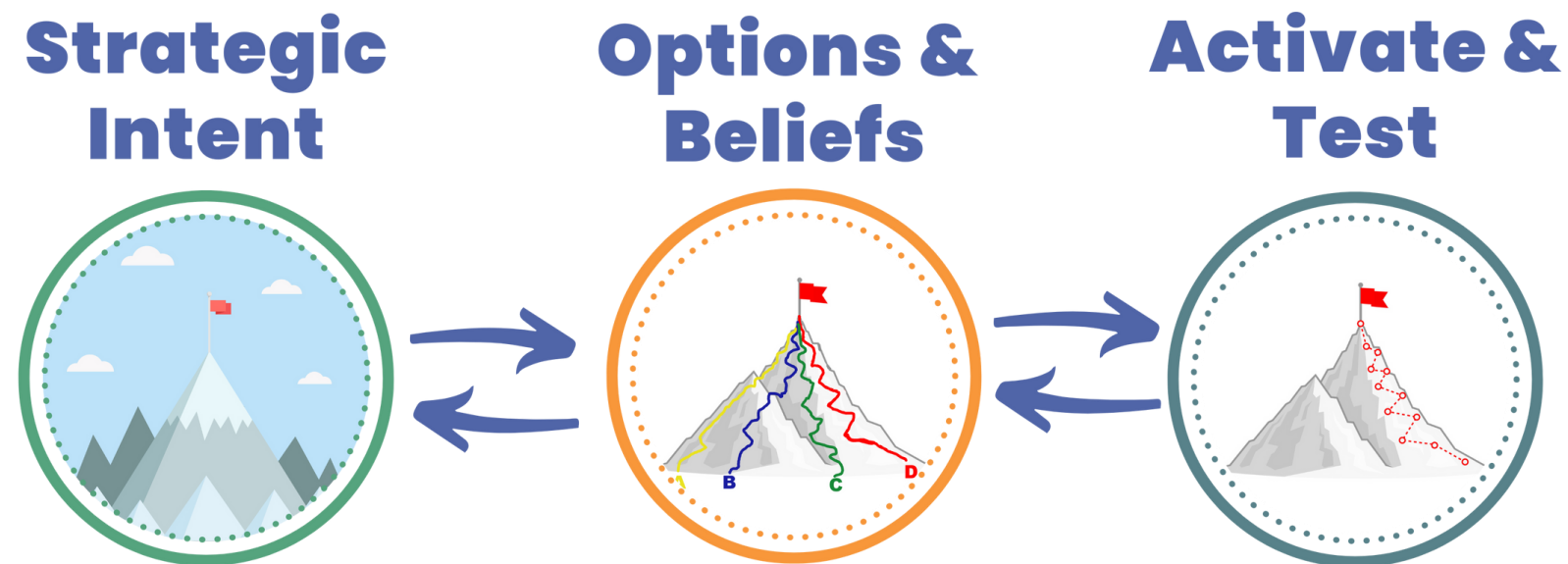
Chief Coaching Officer

Trigate coaches have accumulated a wealth of knowledge and expertise through their extensive business careers, enabling them to provide invaluable insights and guidance to our clients. Our ICF-certified coaches are not only well-versed in strategy, but also have deep expertise in developing leaders and teams. As members of Intel's coaching team many of our coaches were recipients of the 2022 ICF PRISM award for Coaching Excellence.



Our Methodology

” **Strategy is a set of choices leading to coherent actions to achieve our aspirations**



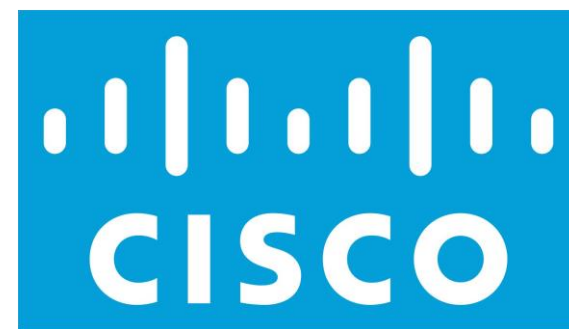
Strategy and leadership development can be confusing even for senior leaders. To address this, we designed a straightforward approach relevant to everyone taking part in the process of business and human transformation.

Our framework collates the relevant elements from strategy and coaching related literature with our experience of implementing, refining and teaching the principles of our practice.

This structure shapes all our work which involves helping leaders and teams develop strategies for their business and personal growth.

Our Customers

Our coaches proudly serve clients across the most innovative F500 companies, startups and non-profits including

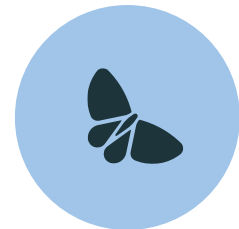


Our **Services**



Our Services

We Integrate Human Transformation and Business Transformation for Extraordinary Results



Executive Coaching

Our ICF-certified coaches work with you to enhance self-awareness, improve decision making skills, executive presence, and foster interpersonal effectiveness.



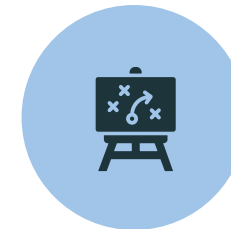
Team Coaching

Our leadership development journeys will enable your leaders to build trust, engage in productive conflict, develop their employees and much more.



Leadership Assessments

Our coaches are versed in the leading industry-standard individual and team leadership assessment & survey instruments.



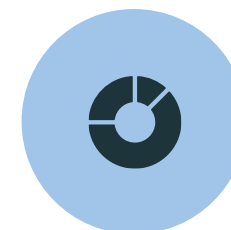
Strategy Coaching

Engage with our strategy coaches for business coaching specifically tailored to your strategic challenges.



Strategy Workshops

Learn to apply our Strategy Development Framework and experience the power of peer-to-peer coaching to develop strategy.



Strategy Assessments

The Trigate Strategy Diagnostic Survey is a proven instrument designed to assess your and your team's orientation to business strategy.

Leading for Extraordinary Results

Architecture

- Cohorts of 10-12 leaders meet every 3 weeks (virtual or F2F)
- 9 cohort sessions, 9 1:1 sessions
- LER Lite: 4 cohort sessions, 4 1:1

Approach

- Get coached, learn how to coach
- Build community, grow self-awareness
- Solve real business challenges

Demonstrated Results

- 300+ global alumni
- \$1B+ operating margin contribution
- 2.75x higher promotion rates
- NPS 86



Strategy Coaching for Extraordinary Results

Architecture

- Cohorts of 8-12 leaders meet every 3 weeks (virtual or F2F)
- 2 cohort sessions with pre & post work
- 1 "office hours" coaching session

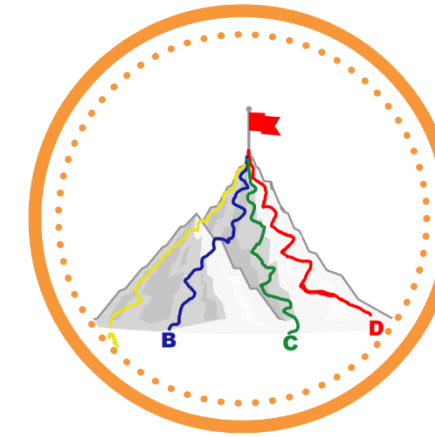
Approach

- Understand apply a structured framework for strategy development to your team's strategy
- Experience the power of coaching conversations in deepening and improving strategic thinking

Strategic Intent



Options & Beliefs



Activate & Test

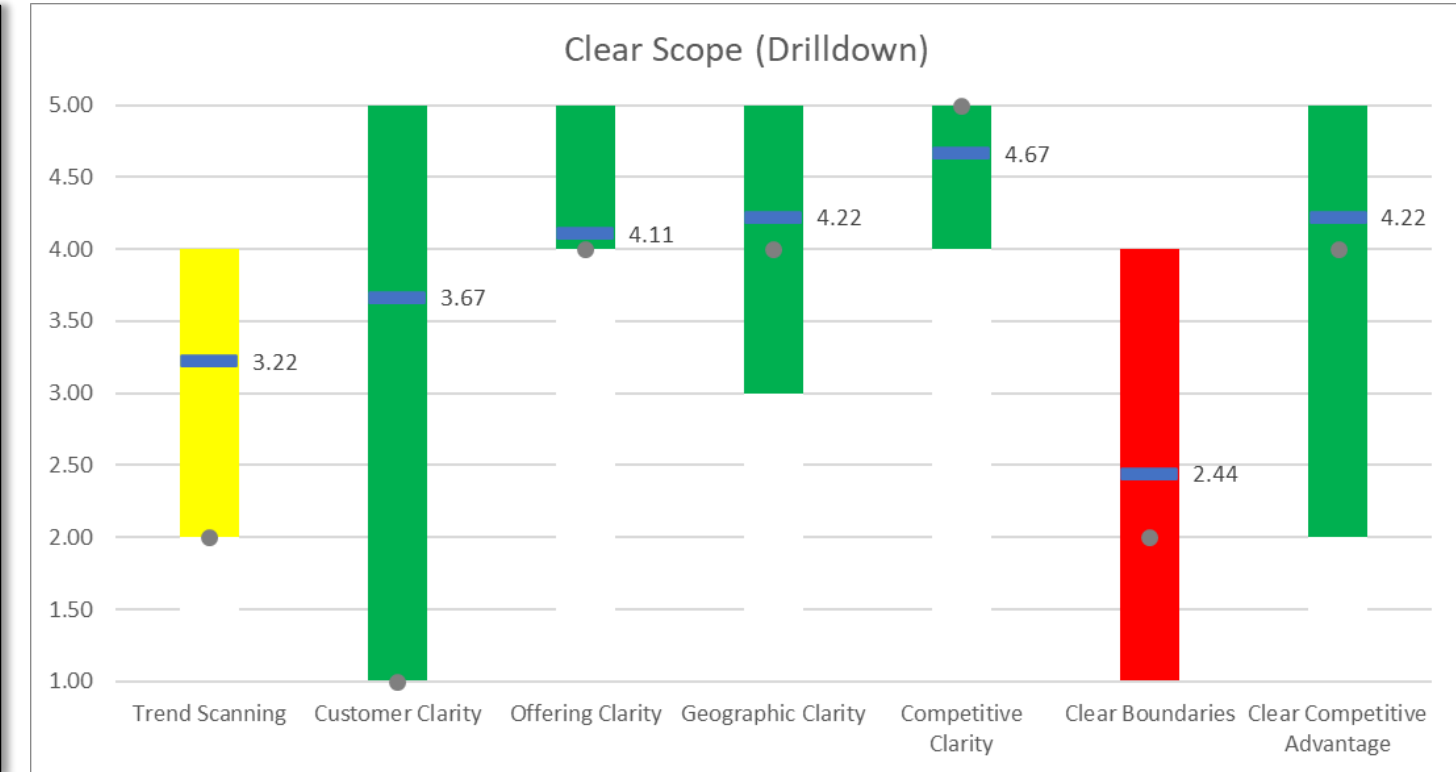
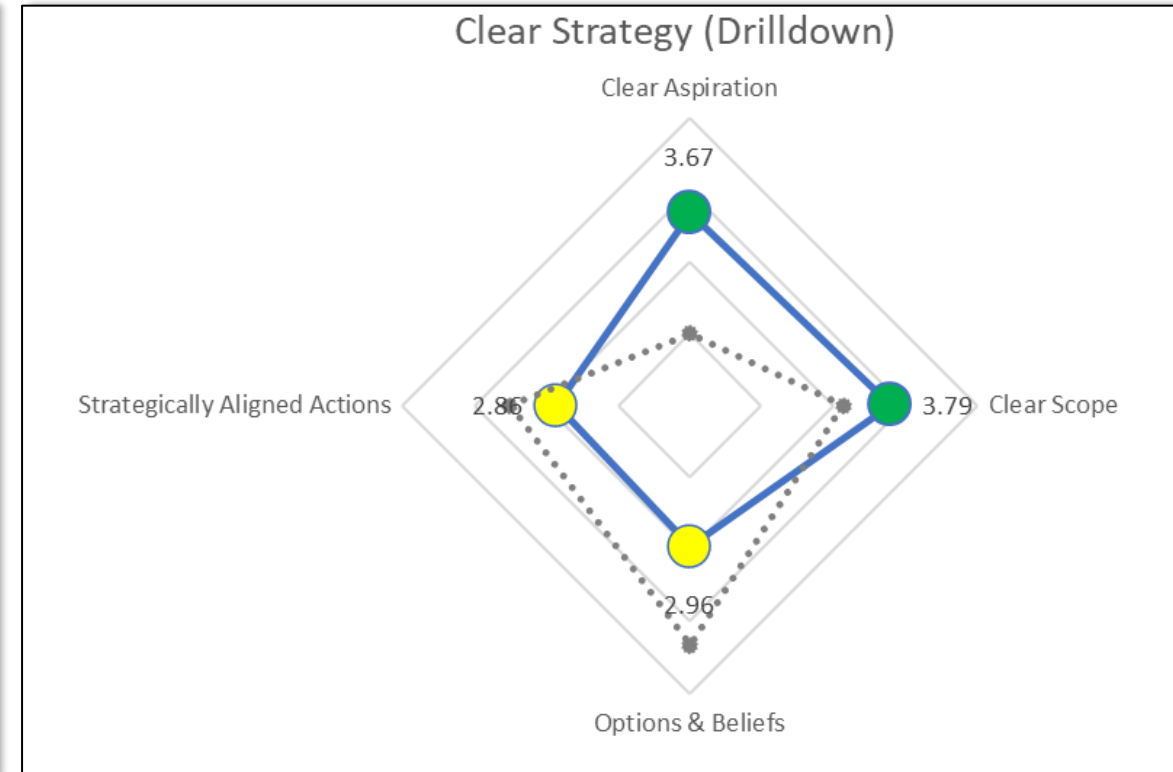
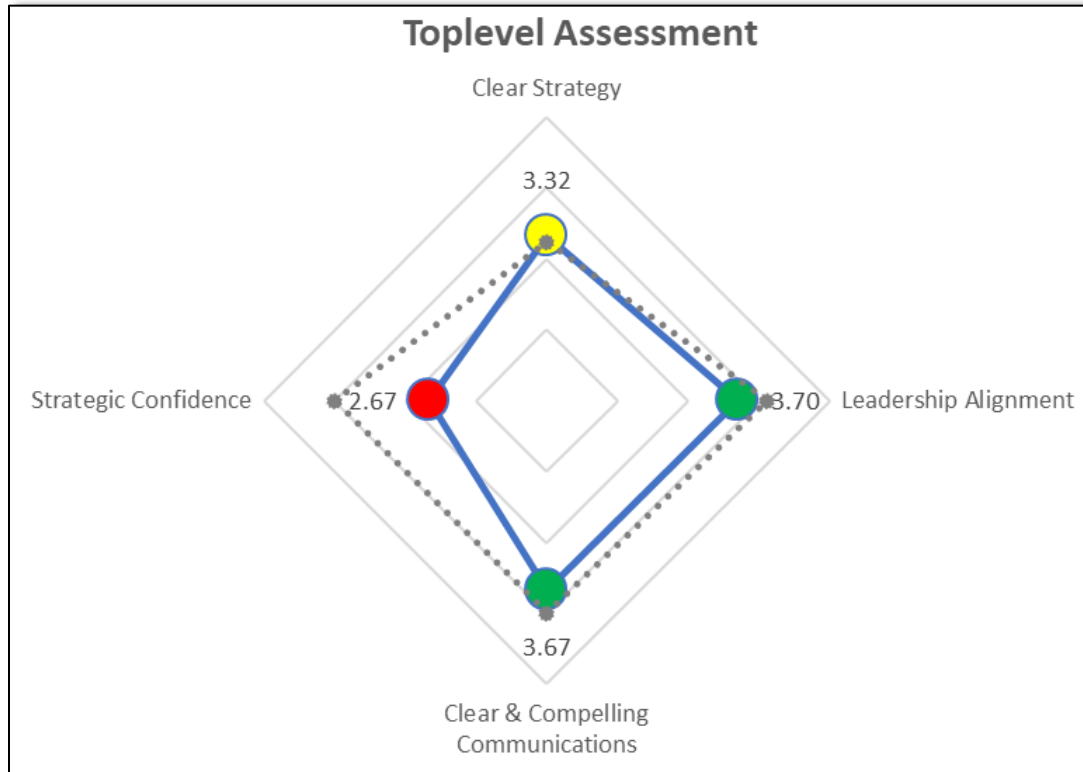


Outputs & Results

- Assessment of your current strategy
- Statement of Strategic Intent
- Strategic options & beliefs framing a set of choices
- Evaluated options and a chosen option & execution plan
- Test plan to validate options and trigger re-evaluation
- "Strategy on a page" for communication

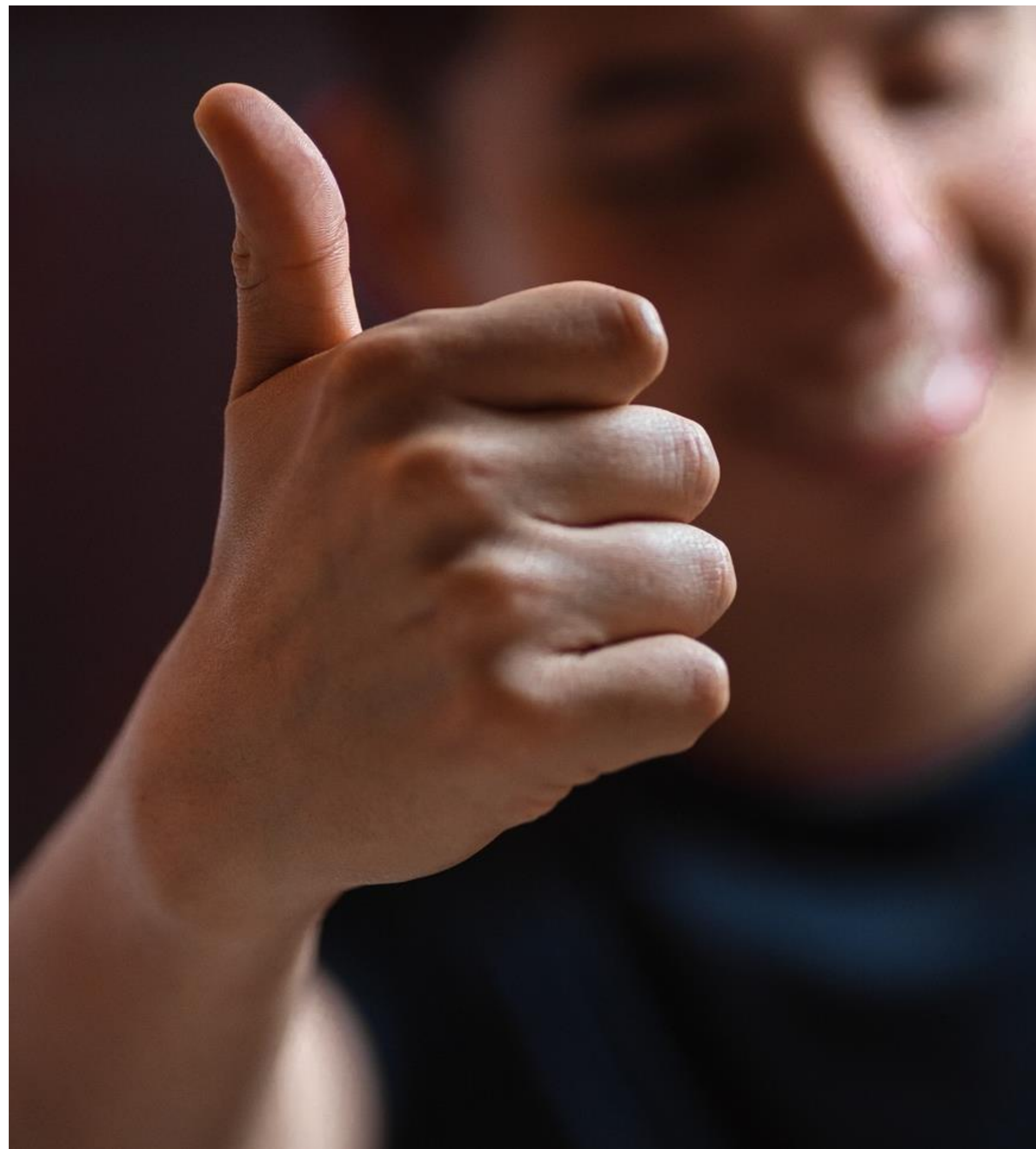
- ~30 workshops held to date
- >300 attendees (mostly Director, Senior Director level)
- NPS 75
- 100% strongly agree or agree that workshop was worthwhile investment of time / can use learnings to enhance career

Trigate Strategy Diagnostic Survey™



- **A proven instrument to diagnose the strength and weaknesses of your team's approach to articulating, communicating, and implementing your business strategy**
- **Team-based, online survey, takes about 25-30 minutes to complete**
- **Individual team leader assessment offered at no cost**
- **Typically used as a starting point for a strategy coaching engagement**

Customer Testimonials



Case Study: New Business Incubation for a F500 Tech Company

Challenge: Define a strategy and sustainable operating model in order to incubate & establish a portfolio of growth engines beyond the core business

Approach: Define a strategy and sustainable operating model to incubate & establish a portfolio of growth engines beyond the core business

Outcome: Team defined a structured 4-stage operating model with clear market sensing inputs as well as stage-gate & exit criteria which was approved & implemented by the executive leadership team

"I loved the structured approach to strategy and the practical way to take it through to execution" – Senior VP Biz Incubation



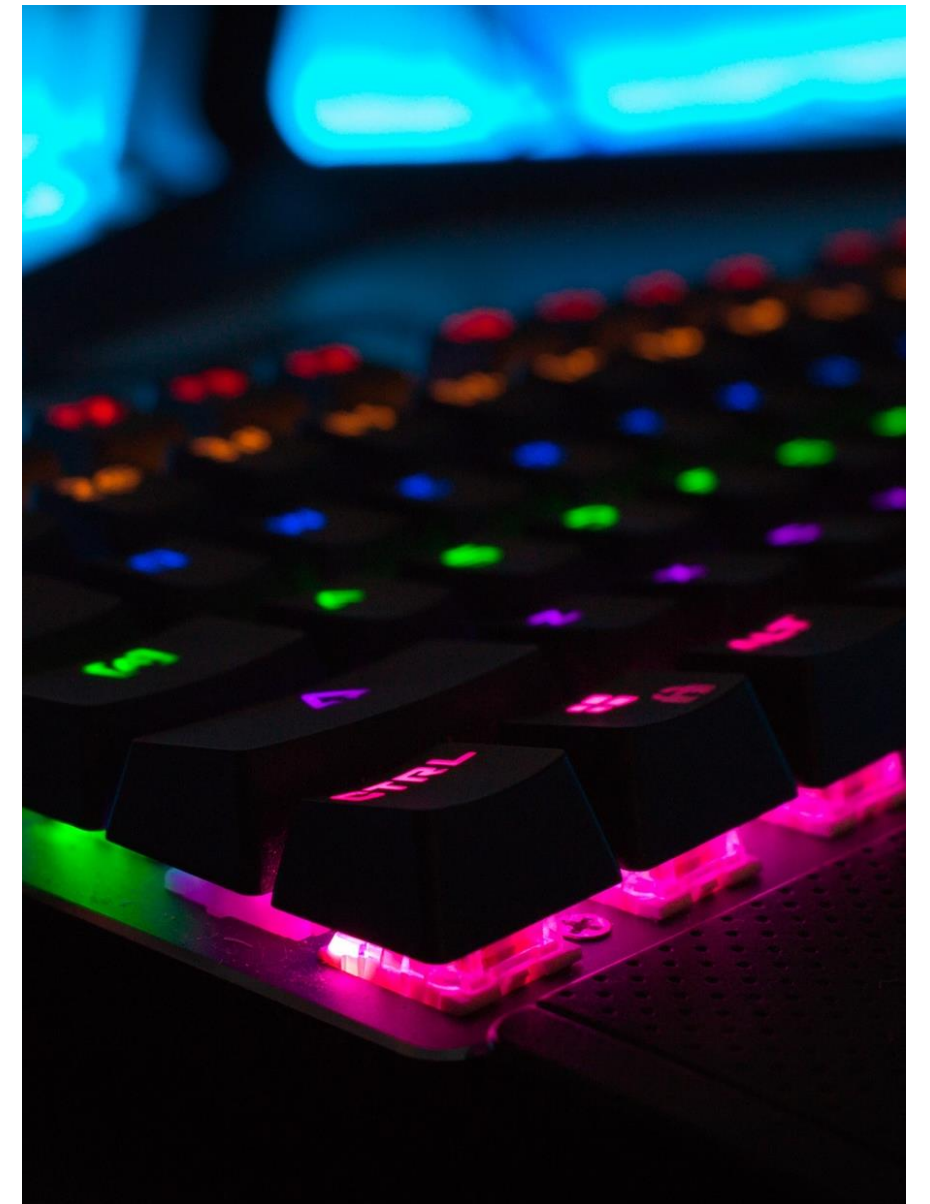
Case Study: Gaming Studio Culture Transformation

Challenge: Align a team of passionate and inspired creators around a strategy and supporting processes to speed up decision making & improve speed of execution

Approach: Combined 1:1 executive leadership coaching with team coaching through a series of workshops (Vision alignment, Team Diagnostic, RAPID decision making, Skillful Conversations)

Outcome: Significantly improved performance factors (as measured by six conditions that predict 80% of a team's effectiveness) with measurable improvements in quality of group processes, task performance & job satisfaction

"The improvements I have seen in my and my team's leadership and cross-functional influencing skills have made a huge and positive impact on our business results"
– Gaming Studio CEO



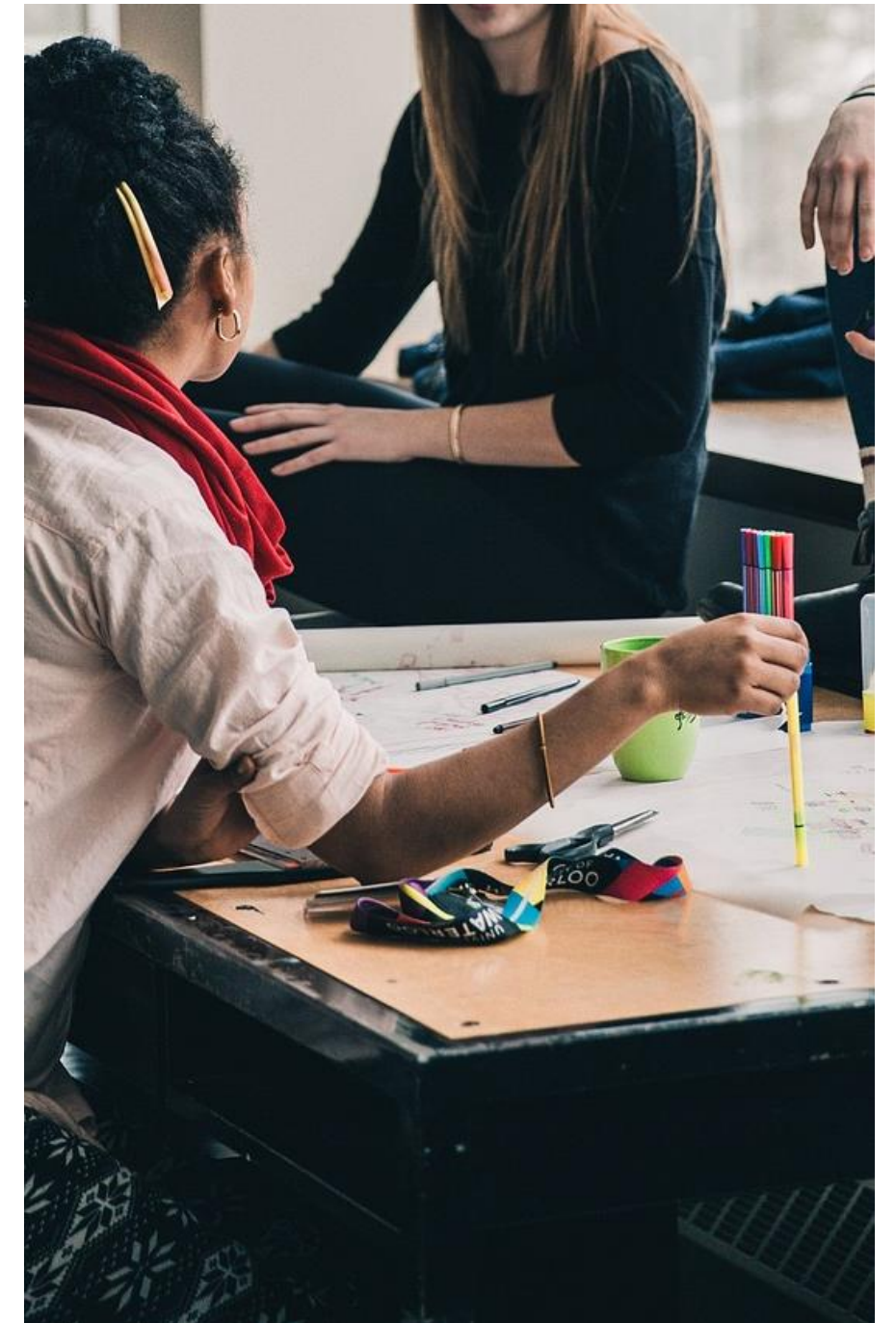
Case Study: Leading for Extraordinary Results

A Learning Journey designed to deliver extraordinary business outcomes by investing in growing leadership capabilities through coaching & applied learning

Architecture: Cohorts of 10–12 leaders (virtual, F2F, or hybrid), nine cohort sessions + nine 1:1 coaching sessions, cohorts meet every three weeks, 4–6 hour sessions

Approach: Get coached and learn how to coach, build community, grow self-awareness, experiment with building leadership skills while addressing real business challenges

Results: 300+ leaders across seven business groups graduated since launch, >\$1B in operating margin contributions per year, >\$40M in retention savings, 2.75x higher promotion rates, NPS 86



**How can we work
together to
maximize your
team's leadership
potential and
transform your
business?**



www.trigatecoaching.com

