

Wes Gow

B u s i n e s s & L e a d e r s h i p C o a c h

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Virginia Beach, VA 

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EDUCATION

M.S., Biology
Old Dominion University

PCC Certified Coach
ICF (in progress, 2019)

Academic Life Coach
Coach Training Edu

altMBA
Seth Godin

CORE SKILLS

Performance Life Coaching
Strategy Synthesis
Training/Facilitating
Content Development

PROFESSIONAL PROFILE

Relational leader with unique skill mix of creative strategy, effective coaching, and business operation. People are my passion; synthesis is my super power. Adept at coaching for clarity and traction toward healthy, sustainable change.

RELEVANT COACHING EXPERIENCE

BUSINESS & ORGANIZATIONAL PERFORMANCE COACH

CACI International | Norfolk, VA | 09.2017 - Present

Coached senior and mid-level managers in order to accelerate development, improve individual and team performance, and apply the principles of a learning organization. Weekly interactions include: one on one coaching sessions, providing constructive feedback, promoting work group engagement and accountability, meeting facilitation, as well as training, interpreting and reporting on relevant performance data and metrics.

- Contributed valuable resources that supported program methodology (such as progress reviews, intake forms, and performance plans).
- Instrumental in developing Peer Coaching Program for 20+ coaches across three time zones.
- Co-developed and facilitated first group coaching program.

DIRECTOR OF OPERATIONAL DEVELOPMENT

Anchor Church | Virginia Beach, VA | 08.2013 - 01.2016

Provided ongoing leadership development to 25+ direct reports and ensure CQI to strategic systems, aiming to improve both efficiency and human capital.

- Implemented leadership coaching culture that incorporated resources such as StrengthsFinder and MBTI.
- Recruited and developed volunteer leadership team.
- Shaped organizational culture that contributed to 61% increase in donations and 30% increase in membership.
- Co-chaired capital campaign that achieved 200% above target goal.

READING LIST

*You Already Know
How To Be Great*
- Alan Fine

The Inner Game of Tennis
- W. Timothy Gallwey

Leadership Team Coaching
- Peter Hawkins

Small Giants
- Bo Burlingham

The War of Art
- Steven Pressfield

Harvard Business Review
- HBR

The Tipping Point
- Malcolm Gladwell

PERSONAL

Avid reader

Hunter

Fisherman

Surfer

Musician

Collegiate athlete

RELEVANT BUSINESS EXPERIENCE

CREATIVE DIRECTOR

Crosscurrent Church | Virginia Beach, VA | 07.2007 – 07.2013

Directed departmental restructuring over the course of eighteen months, including process improvement and talent development. Crafted vision and purpose that generated alignment and momentum.

- Served on executive leadership team to implement organizational changes, including branch expansions, relocations, and rebrandings.
- Created core leadership team that included clear expectations and marks of success; provided ongoing coaching to manage progress and accountability.

GENERAL MANAGER

Appearances Window Cleaning | Norfolk, VA | 12.2015 – 04.2016

Supported business management, employee capital, and customer acquisition through resource development and systems improvement.

- Provided on-the-job life and occupational coaching, identifying goals in relation to present reality, options and opportunities to improve work/life harmony, and the chosen way forward.
- Developed organizational resources such as employee handbook, job descriptions, online job postings, employee expectations, and inventory list, thus maximizing efficiency and profitability.
- Analyzed revenue streams and improved processes, which resulted in 47% increase in gross revenue and 17% increase.

Top Five Gallup Strengths

Individualization – intrigued with the unique qualities of each person; gift for figuring out how different people can work together.

Discipline – adept at creating structure and organization.

Futuristic – able to take a direction, follow through, and make corrections necessary to stay on track.

Maximizer – focused on strengths as a way to stimulate personal and group excellence.

Arranger – flexibility that complements ability to organize; able to arrange pieces and resources for maximum productivity.