

Coaching Bio – Ken Gates



Ken is an experienced business and non-profit community leader. He has spent his career studying American Culture and how to create systems, tools, and processes to align company values with employee and community needs. He has worked in corporate America, small business, and churches. Ken is passionate about helping people understand their “Who” better. Who they are, who their audience is, and how to effectively develop programs and offerings to enhance their success in life and business.

Core Belief: When people understand who they are, and who they are working with, they can live into their full potential and build amazing things together. This insight builds lives and communities.

Vision: *Our vision is to transform lives and cities by building abundant businesses.* We accomplish this through Educating and Coaching business owners while building the Community to support and nurture both owners and employees.

How he’s moved the dial:

- Developed systems and interfaces that helped companies like Nestle USA work with customers like Walmart, Kroger, and HEB move from paper to electronic purchase orders and invoices.
- Led community health, employment, tutoring, and outreach initiatives to raise the standard of living, improve family’s lives, and decrease unemployment for residents in Pasadena, CA.
- Designed and developed community leadership programs to build youth into effective ministers in multi-cultural contexts.

Area of Expertise

Leadership development
 Systems Integration
 Project Management
 Customer Success
 Non-profit governance
 Volunteer development

Industry Experience

High Tech, SAAS
 Telecommunications
 Education
 Non-Profits / NGO's

Where He Got Street Smart

Summit Health
 Healthcare Microsystems
 Nestle USA
 Lake Avenue Community Church
 Fuller Seminary
 ActionCOACH

Where He Got Book Smart

PhD (ABD), Fuller Seminary, Intercultural Studies

MA, Fuller Seminary, Theology

B.A. California State University, Northridge

Fun Facts

Set my high school record for the 800 meters
 Been to over half of the major league baseball stadiums
 Distantly related to Bill Gates
 Coached sons' baseball team to 1st place championship

Coaching Bio – Ellie Gates



Ellie is an experienced leadership and business coach as well as a professor of Business at the Southwestern Assemblies of God University (SAGU). With over 25 years of experience in small start-ups to Fortune 100 companies, Ellie has spent her career growing leaders and teams. She is a strong “reality broker” with great insight and a no-nonsense style to provide clarity, focus, and accountability. She has a big heart for helping business owners truly OWN their business, vs. being owned by it.

Core Beliefs: We believe people are highly creative, talented individuals with the power to transform the world. Businesses transform cities.

Vision: *Our vision is to transform lives and cities by building abundant businesses.* We accomplish this through Educating and Coaching business owners while building the Community to support and nurture both owners and employees.

How she’s moved the dial:

- Coached and developed over 2,000 managers world-wide to increase their effectiveness focused on better delegation, decision making, strategy, communication, and team development.
- Created internal mobility programs to help the Millennial population grow their skills and impact, resulting in greater employee satisfaction and reduced attrition.
- Led the cultural and performance review transformation at Adobe setting new industry standards for performance management practices on feedback & development.

Area of Expertise

Entrepreneurship
 Strategy & Planning
 Performance Enablement
 Organizational Development
 Learning and Leadership
 Team Effectiveness
 Communication

Industry Experience

High Tech, SAAS
 Telecommunications
 Education
 Non-Profits / NGO's

Where She Got Street Smart

Adobe
 Box
 Microsoft
 T-Mobile
 Verizon
 SAGU

Where She Got Book Smart

MBA, Azusa Pacific University, Business/Strategy
 MA, Azusa Pacific University, Organizational Leadership
 BA, California Lutheran University, Psychology

Fun Facts

Mother of 3 World changing teenagers
 School-house Rock
 Champion for signing the Preamble to the Constitution
 Loudest mom award - kids sports
 Sana for 2 US Presidents