

THOMAS (TBONE) MCGOWIAN

CPC, ELI-MP, MNH, ACC



TBone works with growing mid-size companies and organizations who are building their talent, teams, managers, and executives from the ground up.

Groups who want to utilize adaptive leadership development training and coaching to create a positive, effective and **impactful** work **culture**. Imagine your work environment with individuals on the same page.

Imagine your people, your communities, and your execs with powerful skills in **interpersonal** interactions, **team-building**, **emotional intelligence**, conflict **resolution**, and **negotiation**.



"Thanks, TBone! Your latest leadership training course "**Lead Like You Care**" is fire. The **transformation** over the past 3 months with our millennials and inexperienced leaders has been great. The training is producing the **culture and atmosphere we needed** to empower our team and put everyone on the same page. Your innovative engaging training is hitting the mark. We all loved the "Girl Power Leadership" section and neuroscience of creating trust." - Jean Whitaker, General Manager

The Start

In early 2000's TBone worked for the No.1 software tech company in the world. His HR training crew was selected to pilot the efficacy of an executive coaching program. For 12 months he was trained by industry leaders. Coaching was unleashed on executive volunteers for 12-months. At the end of the pilot, execs measured 20% increase in performance, reported 47% greater job and life satisfaction, 27% increase in confident decision-making, and the overall group's bottom line increased 11%.

Creating excellence

Besides one-on-one leadership coaching for team leads, managers, and execs, TBone developed the **L&D Kickstarter Pathfinder Leadership Program**. This nine session immersion program assists teams in learning to hone fundamental practical adaptive leadership development skills to build trust and create cohesion. Check out the program he developed [here](https://www.coachtbone.com/program) <https://www.coachtbone.com/program>

TBone has taken **his mission** - to help create meaning in people's work by connecting who they are and what they do - as an internal employee and later as a coach to such organizations as Microsoft, Amazon, Expedia, City of Patterson, Contra Costa Water District.

THOMAS "TBONE" MCGOWIAN, CPC, ELI-MP, MNH, ACC

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WEBSITE: WWW.REVAMPLEADERSHIPCENTER.COM/

Corporate Trainer & Leadership Development Executive Coach

Areas of Focus: Leadership and Development Coaching/Training

QUALIFICATIONS PROFILE

Astute, goal-driven, and strategic professional, equipped with years of experience in coaching and training leaders and employees on developing and enhancing leadership and coaching skills as well as dealing with conflict-management. Known for strong reputation in maximizing and strengthening performance management capabilities by gaining self-awareness, defining goals, and achieving development objectives. Out-of-the-box-thinker, adept at providing customized coaching and training plans designed specific for associate's needs and behavioral performance. Equipped with articulate communication and interpersonal aptitudes in building positive and long-term strategic partnerships with professionals of all business levels.

AREAS OF EXPERTISE

Training Program Design
Career Development and Planning
Project Coordination
Seminars and Workshops Executions

Employee Training and Delivery
Leadership Development Coaching
Team Training and Development
Training Modules and Plans Creation

RELEVANT EXPERIENCE

CPS HR CONSULTING | SACRAMENTO, CA, USA

CORPORATE TRAINER & COACH

JAN 2017–PRESENT

- Coordinate with managers in identifying training needs and scheduling training sessions
- Plan and implement effective leadership training programs
- Evaluate, assess and coach performance for various clients
- Developed curriculum for State of CA executive leadership program
- In class, onsite and virtual leadership training
- Preside over seminars, workshops, and individual training sessions by selecting and booking venues and preparing educational material, including module summaries and videos

ROWAN-CABARRUS COMMUNITY COLLEGE | SALISBURY, NC, USA

ADJUNCT INSTRUCTOR

OCT 2016–PRESENT

- Receive invitation in an annual basis to return and provide instruction on Botanical Science
- Teach conference classes as facilitator at Rowan Community College

THE REVAMP LEADERSHIP CENTER | SAN JOSE/SACRAMENTO, CA, USA

PROFESSIONAL COACH

DEC 2014–PRESENT

- Design and initiate effective job coaching and employment plans
- Apply strong communication skills in interacting with clients to identify their goals and objectives
- Keenly evaluate individual strengths and educate to effectively use them, as well as guide clients to meet goals and complete tasks by understanding and motivating them
- Travel national and international to deliver leadership training, conflict resolution, emotional intelligence
- Administer leadership assessments, 360 feedback, Leadership Index Assessment,

NEW ZEALAND SUSTAINABLE, A NON-PROFIT ORGANIZATION | TAURANGA, NEW ZEALAND

PROFESSIONAL COACH, ORGANIZATIONAL DEVELOPMENT PROJECT

NOV 2014–FEB 2015

- Performed an executive leadership coaching
- Resolved internal departmental head conflict, resulting in 15% productivity boost
- Effectively organize and facilitate leadership training, conflict resolution, and collaboration skills workshops

PLUGGED IN | SEATTLE, WA, USA

PROJECT MANAGER | ORGANIZATIONAL DEVELOPMENT CONSULTANT

JUL 2014–NOV 2014

- Collaborate with organizational groups related to strategy and implementation of business plans
- Developed conflict resolution strategies to ensure better teamwork
- Hold responsibility in performing commitment against compliance and conducting leadership training
- Apply internal motivators to drive performance, as well as organizational development tools, including chunking, automation, culture, implementation intention, and reverse chaining

MICROSOFT OFFICE 365 SHAREPOINT ONLINE SERVICES | REDWOOD, WA, USA

SERVICE DELIVERY TRAINER & PROJECT MANAGER

APR 2011–SEP 2014

- Carried out recruitment, management, and training of 3-tier SharePoint Online Service Delivery Team
- Strategically led Tier 1 Service Delivery Project Team
- Took charge of creating software simulation training eLearning modules, maintaining process and workflow schedules, and publishing technical account management (TAM) validation reports
- Functioned as team trainer for configuration tools and processes by formulating online service training materials

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- Developed and executed group interactive online eLearning training modules courses and materials for new hires using Adobe Captives, SharePoint, and PowerPoint software that resulted in decreasing new hire onboarding ramp-up from four weeks to five days

PROJECT COORDINATOR - MICROSOFT

JAN 2010–MAR 2011

- Monitored, evaluated, and reported on CRM Team Training and required certification classes

OTHER EXPERIENCE

MICROSOFT POINT OF SALES COMMERCE | REDWOOD, WA, USA

EXECUTIVE ASSISTANT

AMAZON | SEATTLE, WA, USA

EXECUTIVE ASSISTANT TO GENERAL MANAGER OPERATIONS

EXPEDIA | REDMOND, VA, USA

PROJECT COORDINATOR

MICROSOFT | REDWOOD, WA/ISSAQUAH, WA, USA

BUSINESS ADMINISTRATOR

EXECUTIVE ASSISTANT/COORDINATOR

BUSINESS ADMINISTRATOR

EDUCATION

Master of Science in Organizational Development Leadership Training and Learning | Starting Fall 2021

The George Washington University | Washington, DC, USA

Master of Psychology and Counseling - 75% completed in Progress

Antioch University Seattle | Seattle, WA, USA

Licensed Massage Therapist

Brenneke School of Massage | Seattle, WA

Bachelor of Arts in Foreign Languages and Literatures

Northern Illinois University | DeKalb, IL, USA

Bachelor International Studies/Chinese Foreign Languages and Literatures

Nanjing University | Jiangsu, China

PROFESSIONAL DEVELOPMENT

Certification:

International Coaching Federation ACC credentialed

Organization Development Certification Program (ODCP)

Institute for Professional Excellence in Coaching (IPEC): Certified 2018

Master Practitioner Energy Leadership Index Assessment (IPEC): 2018

Training:

Adobe Premier Pro

Adobe Captivate Prime Essential Training

Captivate 9 Essential Training

Conflict Resolution Fundamentals

Instructional Design Essentials: Adult Learners

Instructional Design Essentials: Need Analysis

Microsoft Project 2013 Essential Training

Project Management Fundamentals

Project Management Simplified

The Neuroscience of Learning

AWARD

ATD Outstanding Talent Development Independent Consultant

TECHNICAL ACUMEN

Microsoft Office Applications (Word, PowerPoint, Excel, Outlook, Visio, and Access)

Publisher | Adobe Captivate 5 | MS Expressions | Visual Studio

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PUBLICATION BOOKS

McGowian, T. E. (2019). *Lead like you care: Coaching conversations and leadership principles that make you a leader people want to follow*. Tablo Pty Ltd.