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| **Gary Charles Patterson, BS, M.Div., Th.M., D.D., PCC** | San Antonio, TX, US • (210) 710-0998Gpatter573@aol.com |

**Leadership & Corporate Coach Consultant/Trainer, Strategy Planner, Mediator, Author**

***Helping Leaders and Organizations engage innovative futures while investing in Human Capital***

A true Innovator with an established track record of designing and installing sustained performance-driven organizational cultures using state-of-the-art methodology/resources creating a vision committed workforce with organic successive leadership stabilization. Masterful in the areas of strategic leadership, administration, coaching methodology, consultancy, and advisory roles to help organizations/leaders meet core objectives encompassing revenue, cost, quality, performance, timeliness, workforce development, and compliance benchmarks. Inspiring communicator and leader-stretching advisor; recognized for coaching with executive leadership, stakeholders, and clients to develop and drive new initiatives, initiate prioritized strategies (Hoshin), and benchmark present realities to project anticipated futures. Experienced with organizational movement toward cultural shifts/change that lead to workplace satisfaction with success in innovating multi-faceted programs, nurturing organizational valued traditions, and offering growth-oriented training & development to meet long-term objectives. Instrumental in sourcing new growth initiatives that meet new vison objectives that propel the organization into the future while identifying opportunities to diversify workplace talent, boost productivity, and expand personal and organizational growth. Well-versed in government/organizational systems and applying leadership, individual, and team coaching programs to accomplish mission goals and objectives.

**Areas of Expertise**

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| * Strategic Planning & Leadership
* Project/Program Management
* Change Management
* Executive Coaching
* Leadership Training & Assessments
 | * Diversity Training
* Personality Assessment
* Client & Stakeholder Engagement
* Consulting & Advisory Services
* Crisis Intervention Training
 | * Conflict Mediation
* Keynote Speaker & Author
* Internal Coaching Programs
* Team Coaching
* Relationship Building
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|  | **Career Experience**  |  |
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**CE/VO, Organizational Leadership Coaching®,** LLC., San Antonio, TX **2014 – Present**

Delivers leadership, strategy, and coaching solutions to global organizational entities in addition to developing an ICF approved Training Institute (Organizational Leadership Coaching® Institute) to train certified coaches and leadership trainers. Offers strategic leadership, executive coaching, and team coaching to leaders at all levels of an organization and boards. Provides strategy planning, crisis intervention and mediation training and methodologies to maintain and enhance organizational resiliency.

***Key Contributions:***

1. Wrote, designed, and initiated a coach training program of 182 hours approved by the International Coach Federation (ICF).
2. Trained Internationally over 1,000 coach and leadership trainers for internal organization programs.
3. Published 5 Books/Manuals on coaching leadership methodology.
4. Provided executive level coaching of over 3,400 hours.
5. Provided Team coaching/strategy planning to boards of for-profit and not-for profit organizations.
6. Provided leadership training at multiple levels within organizations.
7. Provided crisis intervention/mediation training and operational strategies to local city boards and leadership.

**Church Starter-Trainer of Coaching and Leadership, Baptist General Convention of Texas (BGCT), Dallas, Texas 2007 – 2017**

Served as a Regional Church Starter, Master Coach and Leadership trainer for Americas largest State Convention with over 5,000 established churches and annual church starts of more than 100. Directly managed the development of over 150 church starts insuring leader development and organizational viability. Developed and designed the coaching and leadership strategy for convention leadership and trained the delivery cadre to tool the new apparatus. Served as a SME across the Convention in strategy development, leadership, and coach training. Popular conference speaker and inspirational trainer.

*Key Achievements:*

1. Developed and implemented the plan to start churches with 95% success rate after 5 years (60 % above Average).
2. Organized, trained, and implemented the coaching and leadership training strategy for Convention implementation.
3. Conducted strategy planning processes across the Convention and major Local Associations.
4. Wrote, staffed, and implemented the new Church Planting Center (CPC) Training Process for emerging church starters.
5. Led the development and strategy plan to revitalize failing churches (Vital Church) across the Texas Convention and 100 Local Associations.
6. Consulted, advised, and coached Church Leaders, Association Directors of Missions, Convention Ministry Directors, and Convention Executives.

**Lead Chaplain and Organizational Strategy Planner, Methodist Healthcare System, San Antonio, TX 1996 – 2006**

Served as Lead Chaplain - Organizational Planner to provide chaplain services and leadership/strategy planning/project management training for the Methodist Healthcare System of San Antonio and South Texas. Provided coaching for Sr. and Mid-level mangers as well as process improvement (Project Management) initiatives for vision implementation and sustainment. Served as part of the vision alignment team and interfaced across the organization to educate and inspire constituents to adopt and integrate the organizational mission and vision.

*Key Achievements:*

1. Planned and organized leadership conferences and workshops to define objectives that enhanced joint healthcare delivery mission effectiveness based on internal and external stakeholder requirements.
2. Provided pastoral care for 5 community hospitals as well as care for staff and families.
3. Led and trained in strategy planning initiatives across the organization to implement reorganization vision and improve processes to move to new objectives and targets in reorganization efforts. Assisted with staff grief and care in transition fallout.
4. Provided executive coaching for Senior leaders and staff.
5. Awarded the National Columbia Caretaker of the Year (1998) Award for interventions and service across the organization.

**Army Chaplain and Race Relation Equal Opportunity Manager, US Army Worldwide 1972 – 1996**

Served as Military Chaplain (10 years) and DOD Race Relations Equal Opportunity Consultant (10 years) to military units and families. Provided Race Relation courses across the Department of Defense to mediate racial reconciliation and defuse racial conflict and system inequities. Conducted Chaplain ministries in multiple military communities and supported units and combat soldiers in Desert Shield/Desert Storm.

*Key Achievements:*

1. Mediated, intervened, and diffused racial conflict situations across the Department of Defense in the early days of military racial integration and unrest.
2. Provided innovative pastoral care for military units/communities as well as DOD civilians and families.
3. Started and led 3 new chapel worship communities to service military families and communities with one congregation exceeding 800 members.
4. Honored with the Order of Santa Barbra Medal by the Fort Sill Field Artillery Association, Fort Sill, Oklahoma.

*Key Workshop Capabilities and Offerings:*

Certified in 7 Habits of Effective People

Certified in Leading at the Speed of Trust

Certified in 4 Disciplines of Execution

Certified in Hoshin Strategy Planning (Goal QPC)

Certified in Leadership Strategies – The Effective Facilitator

Certified in Leadership Strategies – Strategic Thinking and Planning

Certified in The Birkman Personality Inventory

Certified in The Myers Briggs Personality Inventory

Certified in The DISC Inventory

Certified In Legacy Leadership® - Train the Trainer Level (Level 3)

Certified in Conflict Mediation

Certified In Crisis Management

Certified in Conversational Intelligence®

Certified in Church Unique and God Dreams

Certified in The Coaching Clinic – Coach University

Certified in The Legacy Leadership® 360 Competency Inventory

Certified in Executive and Organizational Coaching (OLC Institute®)

Certified in The Prepare and Enrich Marital Assessment (Facilitator)

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|  | **On-Going Education** |  |
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**Corporate Coach U Certified Graduate 2009 – 2010**

**Conversational Intelligence® Certified Graduate 2017 – 2019**

**Legacy Leadership® Master Trainer, Train the Trainer Certification 2013 – 2016**

**Chaplain Officer Basic and Advance Courses 1984 & 1989**

**Clinical Pastoral Education Residency (Advanced Status) 1989 - 1990**

**Combined Arms Service School 1992**

**Department of Defence Race Relations/Equal Opportunity Management Institute 1975**

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|  | **Additional Administrative Experience**  |  |
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San Antonio Baptist Association Consultant, San Antonio, TX

Pastor – Berean Bible Fellowship Church, San Antonio, TX

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|  | **Education & Qualifications**  |  |
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D.D. American Theological Seminary, San Antonio, TX

M.Div., Th. M., Grace Theological Seminary, Winona, IN

BS in Social Services and Rehabilitation, Tarleton University, Killeen, TX

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|  | **Awards & Honors** |  |
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Professional Certified Coach, International Coach Federation - 2013

Associate Certified Coach, International Coach Federation – 2010

Southwest Asia Combat Service Medal - 1990

US Army Meritorious Medal Service – 1989

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|  | **Printed & Published Works** |  |
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The Primer Coach – *“An Introduction to Leadership Aspiration Coaching”* (Text)

The Primer Coach – *“An Introduction to Leadership Aspiration Coaching”* (Manuel)

The Competent Coach – *“A Guide to Integrating Coaching into Practical Leadership – Advance Skills”* (Text)

The Competent Coach – *“A Guide to Integrating Coaching into Practical Leadership – Advance Skills”* (Manuel)

The Professional Coach – *“An Introduction to Leadership Aspiration Coaching - Advanced Philosophy & Methods”* (Manuel)

The Validity of Homogeneity in the Old Testament: *An Exegetical and Theological Look at Biblical Separation*

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|  | **References** |  |
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Chaplain (Ret) Michael Curd, Chief of Chaplains Methodist Healthcare System, San Antonio, TX

(402) 802-7826

Dr. Darrell Horn, Director of Missions - San Antonio Baptist Association, San Antonio, TX

(281) 750-1653

Dr. David Bowman, Executive Director - Tarrant Baptist Association, Fort Worth, TX

(817) 253-9210

Dr. Michael Evans, Sr., Mayor – Mansfield, TX

(817) 729-1956

Paul Atkinson, Director of Church Starting, Baptist General Convention of Texas, Dallas, TX

(214) 801-7195 or (214) 828-5217

Dr. Jeannine Sandstrom, CEO/ President - CoachWorks International Inc., Dallas, TX

(469) 231-7238

Pastor Joe Fields, New Beginnings Church, Lewisville, TX

(214) 918-8625