

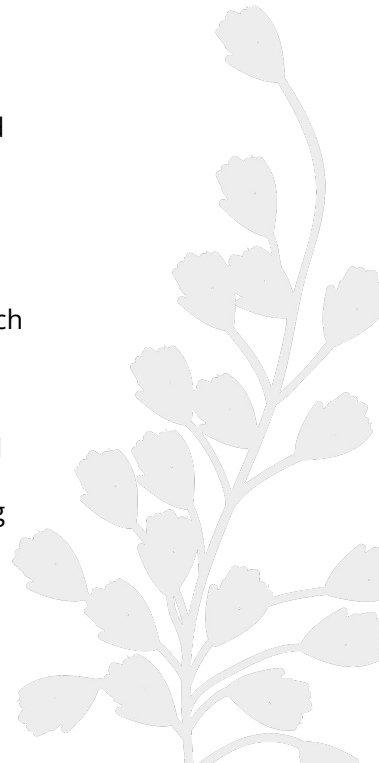


GATEWAY
—COACHING—
Clarity • Transformation • Results

ABOUT COACH TESS

For over twenty years, Tess Horan has worked with leaders, managers and teams to improve performance, develop trust, create collaborative cultures and enhance communications for increased results. As a leadership coach and leadership development consultant, she is dedicated to contributing to the growth and development of others who are consciously oriented toward leaving this world in a better place than they found it. She supports individuals and organizations through one-on-one coaching, group training and facilitation. She also facilitates 360 evaluation feedback processes, team versatility training using the Social Styles model©. She is a Certified Positive Intelligence Coach.

Tess's professional experiences, coaching expertise and insightful questions have exposed new possibilities and desired results in line with her client's vision. She works with organizations and communities that value collaboration & trust and are committed to the wellbeing of their people. This results in more stewardship by leaders, managers who coach and empower their teams and creating a caring culture where people stay engaged. As an ontological coach, she not only focuses on developing skills and habits, but also emotional intelligence, social intelligence and mental fitness necessary to navigate this ever-changing world. She especially enjoys supporting emerging leaders and managers so they hit the ground running effectively.



“Proud to offer clarity with transformational results”

Her coaching training includes successful completion of five internationally recognized coach training programs; Coach University (2001) and the Newfield Network (2008). She participated in Newfield Network and The Generative leadership Institute’s Coaching Excellence in Organizations program for two years (2012). Completed Accelerated Coaching Excellence’s program (2020) and became a

certified Mental Fitness Coach through Positive Intelligence’s Coaching Mastery Program (2023). As an adjunct teaching professor, she teaches the Psychology of Balanced Leadership at a university rated #61 in the U.S. She is an affiliate coach with consulting firms working with companies looking to make an impact.

In addition to supporting leaders, managers and individual contributors in organizations, she enjoys being a personal transformation coach for people who hire her personally, which makes up about 30% of her business. She offers personal coaching on a sliding scale to no barriers to entry and to ensure it is affordable to all who desire less suffering and more connection in their lives.

Prior to becoming a trained coach, Tess wore many professional hats including Corporate Manager, Small Business Leader, Certified Public Accountant, Consultant and Trainer. She has worked in PricewaterhouseCooper’s consulting practice, a prominent Boston-based real estate advisory firm and a private capital management firm. She has volunteered as a Treasurer for two small non-profit organizations.

