



## Lisa Knight Gary, MBA, PCC

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[www.linkedin.com/in/LisaKGary](http://www.linkedin.com/in/LisaKGary)

As an executive coach, I believe we must find very specific and intentional times to develop ourselves and our teams, especially in this ever-changing world of ours. I bring a depth of business experiences across 4 industries and proven success in the areas of: **Executive and Leader Coaching, Team Development and Team Effectiveness, Executive and Leadership Development, and HR, Talent and Learning Strategy and Solutions.**

My passion as a coach is creating safe, trusted, and honest spaces for my clients to achieve breakthrough results. I leverage my expertise in behavior-based coaching, growth mindset, psychological safety, neurodiversity and mindfulness in every engagement. My philosophy aligns with Anais Nin who stated, *"Life shrinks or expands in proportion to one's courage."* I believe transformational change occurs when we take time to be courageous.

Most recently, I served as **Chief Learning Officer** for Trane Technologies (previously Ingersoll Rand) their \$66B (market cap) global businesses. As CLO, I partnered with and coached senior leaders to develop enterprise-wide strategic capabilities. My ability to lead and collaborate across the organization enhanced the skills of individuals and teams to deliver year over year outstanding business results. I developed the astute ability to coach leaders across many areas of expertise, including: product management, operational excellence, strategic marketing, sales, engineering, and innovation. I was the leader and champion of a comprehensive capability-building strategy leveraging talent and organization effectiveness, learning and development, and technology, systems, and processes delivering a sustainable organization with best-in-class employee engagement.



Additionally, I **designed, built, and coached an Internal Coach Cadre** with HR leaders and business leaders to develop and accelerate early to mid-level talent. This innovative coaching program gave talent a certified internal NeuroLeadership Institute Coach to work with to achieve 2-3 developmental goals over 6 months, while saving the company over \$200K annually. I also **authored Chapter 1 on Learning Strategy** for *“Leading the Learning Function”* published by ATD in 2020.

Prior to Trane Technologies, as **Senior Vice President of Executive and Leadership Growth** at Wachovia / Wells Fargo, I partnered with C-suite leaders to develop and install a leadership model that is still in use today as well as delivered prioritized development strategies for 22,000+ leaders. My prior experience includes ever increasing roles with First Union and Delhaize Corporation.

I hold a Bachelor’s degree in Marketing and an English minor from Virginia Tech as well as a Master’s degree in Business Administration from University of North Carolina at Charlotte. I also hold Diversity and Inclusion and Organization Development Certificates.

Throughout my career coaching business leaders, I have studied growth mindset, psychological safety, neuro-diversity, leadership styles, behavior-based coaching, and mindfulness. I earned the Cambria Consulting Executive Coaching Certificate, The Center for Creative Leadership Behavior-Based Coaching Certificate, and The NeuroLeadership Institute Brain-Based Coaching Certificate. I earned and maintain my credential as a **Professional Certified Coach (PCC) through the International Coaching Federation (ICF)**. Additionally, I am HOGAN Assessment and Workplace Big 5 Profile certified.

In my personal time, you will find me in my art studio, garden, reading nook, hiking in the NC mountains, or spending time with my husband, John, and our Blue Healer rescue mutt, Elvis. We have two grown and flown children, Jessica and Hayden, who we love to travel and visit with.