



Integrator Coaching

Turn your Visionary/Integrator partnership into your company's growth engine.

The Visionary sees where the company is going. The Integrator gets it there. When those two are aligned, a business moves fast. When they aren't, everybody feels it. Visionary and Integrator are roles described in EOS® (the Entrepreneurial Operating System®) by Gino Wickman. If your company runs EOS, I can support your Integrator. I coach Visionary/Integrator pairs so the vision and the execution finally pull in the same direction.

What gets in the way

- **Misaligned priorities.** Big ideas compete with the plan instead of fueling it.
- **The Visionary stuck in the weeds.** Pulled back into daily operations, slowing decisions down.
- **The Integrator carrying everything.** Holding the team accountable, solving every problem, unsure when to escalate.

How I help

- **Clarify the seats.** Clear roles, clear decision rights, and clean handoffs so each leader works in their zone of genius.
- **Build the rhythm.** A steady cadence of alignment meetings, a weekly leadership meeting that actually solves issues, and quarterly priorities the whole team owns.
- **Lead with confidence.** Weekly one-on-one coaching for the Integrator: accountability without damaging relationships, managing by weekly metrics, and knowing what needs the Visionary and what doesn't.

Why me

I've spent over a decade in the Integrator seat, building teams, running the weekly meeting when the numbers were tough, and working through private equity exits and integrations from the inside. I coach from experience, not from a binder.

Let's get to work.

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