

# METAVIEW CONSULTING & COACHING

*Achieve Results*

*Enjoy the Journey*



**Steve Frigand,**  
**Principal**

*"I engaged Steve and MetaView to consult with my newly assembled team to help define our Mission and Charter, and to align this with our core competencies and future objectives. Steve facilitated an offsite meeting with my direct staff. Through his probing questions and direct involvement with all staff members, we were able to align and clarify our charter. We resolved important issues that had previously blocked us and inhibited our performance. As a result, the entire team had a much crisper understanding of our purpose and top objectives, and we were able to operate and influence the larger organization more effectively."*

*John Wallace, Sr. Director of  
Total Customer Experience,  
EMC Corporation*

Steve Frigand specializes in organizational and process consulting, as well as executive and management team coaching. He has more than 25 years of experience working with leaders in a variety of industries including technology, transportation, corrections, financial services, environmental, education, health care, government, and the non-profit sector. Steve works side-by-side with clients to draw out key information, opinions, and feelings that create cohesive, highly functional teams, which are then able to shorten the timeframe to sustainable and measurable results. He develops customized solutions for each client that targets the core elements of complex issues and places them in a systemic context that enables their resolution, while effectively engaging appropriate stakeholders. Steve regularly facilitates executive and employee workshops on organizational direction and alignment, aimed at increasing productivity, job satisfaction, and the ability of the organization to incorporate different perspectives and approaches. Steve has found that clarity and humor, along with being open to experimentation, helps individuals and groups move forward, enabling them to tackle the most daunting issues.

Steve is the principal and founder of MetaView Consulting & Coaching. He is a Lore Certified Independent Executive Coach with Korn/Ferry International, and is also certified in a variety of assessment tools. Steve is a member of the International Coach Federation, the Boston Facilitator Roundtable, the Mass Bay Organizational Development Learning Group, and is on the Board of Directors of the Human Resources Leadership Forum. Steve has designed and taught courses in the Coaching Certification Program at Cambridge College, and for the last seven years has won the Distler Family Endowment for the course he developed and teaches at Tufts University, "Ethical Leadership in Business". He is also a contributor to *On* magazine, EMC's customer publication. Previously, Steve held several senior management positions for Compaq Computer/Digital Equipment Corporation, where he was responsible for business planning and integration, strategic analysis, and market planning. He earned a master's degree in management from the Sloan School at the Massachusetts Institute of Technology, and a bachelor's degree in economics from Tufts University. Steve resides in Arlington, MA.



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