



Steve Frigand,
Principal and Founder

"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


Steve Frigand specializes in executive coaching, management team facilitation as well as organizational consulting. He has more than 25 years of experience working with leaders in a variety of industries including technology, transportation, financial services, higher education, health care, non-profits and government. Steve works side-by-side with clients to create cohesive teams that shorten the timeframe to sustainable, measureable results. He has found that clarity, humor, and being open to experimentation help individuals and groups move forward, enabling them to tackle the most daunting issues.

Besides executive coaching, Steve regularly facilitates executive and employee workshops on organizational direction and alignment, as well as increasing productivity, job satisfaction, and the ability to incorporate different perspectives and approaches. 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. There, he managed scores of teams and projects. One major initiative led to a rigorous go-to-market planning process for new software products that won approval from Bill Gates and his staff at Microsoft and enabled employees to shift their innovative talent from legacy systems to high-volume platforms.

Steve 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. He is certified as a Lore International Coach, which in 2009 became the coaching division of Korn/Ferry International. Steve is also certified in a variety of assessment tools and is a member of the International Coaches Collaborative and the Boston Facilitator Roundtable. Steve recently had a term on the Board of Directors of the Human Resources Leadership Forum. He has designed and taught courses in the Coaching Certification Program at Cambridge College, and for seven years won the Distler Family Endowment for the course he developed and taught at Tufts University, "Ethical Leadership in Business".

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