

## CONSULTS

### RELEVANCY CONSULT: A STRATEGY TO INSPIRE RELEVANT WORK

Move the work beyond flurry to focused. Clients clarify the impact and contribution they desire to make in their work: the WHY. Once emerged, the WHY is foundational to design a filter that offers a consistent process for making key decisions, allowing to determine with intention where to place resources and energy. Stop doing more with less and start working with relevancy. Clients report increased clarity, focus, engagement, energy and productivity. Option: Two 1.5 hour sessions. Includes guided independent work between sessions.

### CRUCIAL CONVERSATION CONSULT

Where there is conflict, frustration, confusion, office politics or signs of disengagement there is a fractured organizational culture and the loss is costly to your people and your brand. Your work culture is your brand. Period. Your brand influences team recruitment, retention of quality team members and workplace engagement. It's all connected and needs brave conversation rather than a one and done workshop.

Option: designed with client. Includes a pre-meeting confidential survey and processing for use during consult.

### RESTORING TRUST ON THE TEAM

"I don't trust my supervisor" said too many employees. Discover why trust is core to a resilient organizational culture and how to create spaces where retention and engagement flourish rather than flounder.

Conflict happens. Trust takes a hit. It's what we do or don't do next that determines the trajectory of trust, engagement and retention. A next step that is a culture-crushing response [regardless if unintentional] or simply avoidance, the outcome can be devastating for a team and ultimately an organization's ability to compete in an unpredictable marketplace.

Option: designed with client. Includes a pre-meeting confidential survey and processing for use during consult.

### LEVERAGING TEAM STRENGTHS

Discover and integrate your team's strengths to fuel a resilient organizational culture. Mapping strength's collectively allows for increased understanding of the individual team members contribution, potential AND the collective impact potential to fuel the organizational mission.

Option: 2 hours [time varies based on team size]. Includes pre-meeting strengths preparation for team exploration during consult.

## TRAINING & WORKSHOPS

### PRINCIPLES THAT TEND TO THE TABLE

To have authentic conversations that lead to sustainable solutions and connection we need to guide and guard the table. Teams that give attention and ongoing intention to these ten principles can create the safe and brave organizational cultures. Cultures that offer the environments needed to face challenges and make decisions with greater resiliency, relevancy that lead to results!

Options: Two 1.5 hours or one 3 hours sessions.

### CREATING A RESILIENT TABLE

Whether it's a board, department, or work group who needs to grow collectively and collaboratively to achieve an identified outcome: resiliency is necessary for authentic engagement that creates long standing success. This focus challenges and equips those around the table to do the work that fosters resiliency, relevancy, and relationship to reframe perceived barriers and challenges.

Options: 2 or 3 hour session. Includes a pre-meeting confidential survey and processing for use during consult.

### FUELING RESILIENCY IN THE MIDDLE

The challenges seem to be mounting both professionally and personally as our capacity can feel depleted. Sometimes we can get stuck and settle into the struggle versus leveraging it to fuel forward. This interactive workshop looks at specific tools and strategies to frame, re-frame and then reset so the middle of a challenge offers valuable perspective and progress towards the desired other-side. Move from the exhausting strategy of "do more with less" to discovering and focusing on what's relevant for your business. What we do in the middle matters!

This workshop creates the crucial conversations needed that strengthen organizations, teams, groups and individuals when facing challenges professionally and personally.

Options: two 1.5 hour sessions or one 3 hour session.

## COACHING

### LEADERSHIP COACHING: STRENGTHS & STRATEGIES

Five 1 hour coaching conversations that leverage Clifton Strengths™ Assessment and research based strategies to fuel leaders. Each session connects the participant's specific strengths to practical tools that will build confidence, clarity and the truly human leaders organizations need.

### LIFE COACHING: STRENGTHS & STRATEGIES

An opportunity to reflect, reset or even redesign the direction in your life. Discover and leverage your strengths to make decisions, determine next steps, face a challenge or empower you to tend to your table so you can tend to the tables you influence. This exploration allows for you to live and love with greater intention, confidence and joy.

## CONNECTING

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