

# PROFESSIONAL SERVICES

consults | training | speaking | coaching



*Sandy Anderson, MS*  
CONSULTING AND COACHING

## FREE PROFESSIONAL DISCOVERY CONSULTS

### Unsure of what next step makes the most sense?

Feel free to browse the menu of services below, which can all be catered to your specific organizational needs. Connect to set up your individualized, no-cost consult with Sandy to discover options that can be designed uniquely for your teams, making sure your next right step towards strengthening your organizational culture is relevant!

## Trainings

### the table principles™ TRAININGS (3 Format Options)

#### the table principles™ TRAINING

transforming organizational culture one habit at a time

Designing an organizational culture where recruitment, retention, and engagement flourish needs a clear pathway to elevating resiliency, relevancy, and relationship - a pathway to inspire authentic conversations that lead to sustainable solutions and connection. To achieve that, we need to guide and guard the tables we sit at and influence. These no-cost principles have inspired hundreds to discover strategies both individually and collectively that increased innovation, connection, and confidence, even when facing challenges. These ten principles offer opportunity to identify vulnerabilities and strengths, whether it is an organization, team, board, or even a family system, with strategies on how to minimize the gaps and leverage the gains. Clients report that the table principles™ offer a practical guide that welcomes culture-shifting conversations and self-awareness of the impact participants have on the tables they influence. Opportunity to identify habits and next steps give real time experimenting and discovery.

Options: Two 2-hours or one 4-hour session. [In-person or virtual.]

#### AN INTRODUCTION TO the table principles™

transforming conversations that grow resiliency, relevancy and relationship

A quick introduction to the table principles™ and the impact that individual and collective behaviors have on workplace environments and overall organizational culture. Participants work in small groups to explore each principle and share out why it matters, what happens when it's dismissed and the potential of practicing the behavior.

This interactive format and the tools given to participants encourage team building, increased self-awareness and the opportunity to identify areas of strength and vulnerability for the team and/or organization.

Options: 1.5 hours [virtual or in person]



## TABLE CHATS

ten short transformational conversations based on the table principles™

The one and done trainings don't result in sustainable changes and shifts to the behaviors that are at the core of every organization's culture. The habits require ongoing attention and intention. This unique service can offer the layering and learning that leads to sustained transformation!

Ten virtual research-rooted conversations that:

- explore one principle each session
- invites participants to consider a prompting question on why the principle matters
- challenges a practice to experiment with individually and potentially as a team
- can be scheduled as weekly, bi-weekly or monthly conversations
- participants given reflective tool to integrate principles into live experiments

Options: ten 1-hour conversations [virtual or in person]

## DESIGNING A RESILIENT TABLE

sustainable strategies that strengthen your organization's leadership

The board and senior leadership determine the design. The environments that inspire transformative work and teams grow out of these leaders. The board members and the senior leaders are the ones that influence the level of engagement by team members as they demonstrate sustainable strategies that grow, protect and represent the mission and ultimately grow the desired organization's culture.

Do your board and senior leadership work collectively to design pathways that build resilient workplace environments? Do they know the potential of a resilient culture? What the current culture is and how they may be settling for a default version that is likely costing the organization on multiple levels? Recruitment. Retention. Engagement.

This interactive training breaks it down to three components and practical strategies that ultimately impact livability and well-being for your team and clients you serve.

Options: One 3-hour session or Two 1.5 sessions. Includes a pre-meeting confidential survey and processing for use during consult. In-person or virtual.

## FUELING RESILIENCY IN THE MIDDLE

a reframe of challenge that fuels resiliency, relevancy, and relationship

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 training 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 elevates resiliency, relevancy and relationships. Exactly what we need during challenges we face collectively and individually, professionally and personally. What we do in the middle matters!

This training invites the crucial conversations needed that strengthen organizations, teams, groups and individuals during transitions that are designed and those unexpected detours.

Options: two 2-hour sessions or one 4-hour session. In-person or virtual.



## TRANSFORMATIONAL CONVERSATIONS TRAINING

tools to design conversations that build connection and capacity

Most people lean into what they've learned from their home of origin, a friend group, coworkers, or others who have had influence in their lives. The learning and habits formed from the employee's observations and exchanges can build or break the organization's work culture, resulting in growth or gaps.

The stakes are high – especially in points of disagreement where there is intensity of opinion or high emotion. Everyone's familiar with those conversations where a reactive response or avoidance is a strategy... conversations where those with the loudest voice, power [perceived or actual], or ability to articulate quickly can often drive the conversation... or conversations that lack interchange and opportunity to call up all those at "the table" to connect better, do better, and be better.

This interactive training explores strategies, steps, and stories that inspire participants to give intention that designs an organizational culture rather than settling for a default version. Here's an opportunity to explore strategies that can transform the experiences for individuals, teams, the organization, and clients/customers, one conversation at a time.

Topics explored and included on a transformational conversations tool guide:

- Building Trust
- Feedback that Fuels
- Processing a Problem
- Disagreements that Diversify not Destroy
- Decision Making: the next right step
- Challenge Reset

## Consults

### CRUCIAL CONVERSATION CONSULT

transforming guided conversations that emerge clarity, direction, and trust

This consulting conversation provides teams with the space, strategies, and safety to move towards restoration and resiliency. We create brave conversations that can grow trust and new levels of engagement.

This crucial conversation consult will guide participants in identifying the fractures with a grace-filled intent to emerge root causes without finger-pointing and then engage solution-focused strategies. This type of transparent and courageous work leads to sustainable changes – changes that result in re-engaged and re-energized teams!

This conversational consult is a strategy that has proven effective to problem solve in ways that inspire resiliency and relevancy for individuals that ripple out to impact teams, clients served and the sustainability of the organization. This growth directly influences the organization to face outside challenges with greater skill and confidence.

Options: In-person or virtual. Uniquely designed with client. Includes a pre-meeting confidential survey and processing for use during consult.



## **BUILDING A RELEVANT BRAND CONSULT** [for the entrepreneur or small business owner] strategies and steps to do relevant work that is rooted in a solid brand

When doing work as an entrepreneur, doing more with less is not a sustainable strategy. We need to fiercely focus on what is relevant, do what's relevant, decide what is relevant to create a sustainable brand and honestly sustainability in our own physical, mental and emotional capacity.

We need to give space to explore what matters to us and how to make decisions so that our lives and work reflect what we believe is relevant and our work aligns with our life, not the other way around. We need to steward our limited capacity well and avoid depletion and burnout.

This interactive and foundational branding work sets the stage for your logo, branding photos and website development. It literally saves you time and money with those "tangible and traditionally" components of branding that most leap headlong into without solid grounding.

Leveraging insights from Building a Story Brand, the framework of Appreciative Inquiry and the Clifton Strengths Assessment, we dig into identifying at the core what you are seeking to impact and contribute: your WHY. Identifying this and then connecting it to your personal strengths creates a new level of engagement and energy in how you show up at work, home, and for yourself. This is essential for the entrepreneur.

Sandy guides the creation of your own relevancy tools that elevate your brand. Discover your WHY, filtering questions, and an assessment tool that will fuel resiliency to face choices and challenges with greater confidence, consistency, clarity, and direction. These tools offer a strategy to make key decisions on where and how you spend your time, energy, and passions so they align with what you want more of in your work and life AND connect your brand with the clients you desire to engage!

Options: In-person or virtual. Two 2-hour sessions. Includes guided independent work between sessions.

## *Public Speaking*

### **the table principles™: transforming an organizational culture, one habit at a time**

Discovering ten simple principles that can elevate resiliency. We consider the individual and collective behaviors and habits of teams and how they impact the experience of self, team, organization and clients.

### **RESILIENCY IN THE MIDDLE**

Exploring a framework to face challenge in ways that fuel resiliency for self, the team, the organization and ultimately impacting the client's experience.

### **REALIGNED LIVING**

Reconnecting to balance and wellbeing in how we live and lead. An exploration of discovery barriers to balance and possibilities that move us towards more margin in our daily living.



## Coaching

### LEADERSHIP COACHING: STRENGTHS & STRATEGIES

Five or six 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. Note: An additional coaching conversation [session six] with Sandy, the coaching client, and their direct supervisor to share about discoveries during the five coaching conversations is optional.

### LIFE COACHING

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.

### REALIGNED LIVING COACHING FOR WOMEN

A six week coaching package that integrates the weaving of strategies, stories and scripture to emerge barriers to balanced living, next steps or a space to process challenges and decisions you need to make. This unique package is for women ready to explore what alignment in their lives could emerge. The format and tools invite individual exploration and discoveries that is guided to assure confidentiality and an endless amount of grace-filled accountability.