

Professional Development that Builds Resilience

descriptions of services to build capacity, clarity and connection that emerge cultures that transform



The experience.

Volatility, Uncertainty, Complexity, Ambiguity [VUCA], these experiences are not new, not going away and have intensified. How we face them individually, and collectively as an organization, impacts every aspect of the employee experience [recruitment, onboarding, retention, day to day engagement].

"All over the world employers are under stress, and the uncertainty and stress of change has caused burnout. So, a new paradigm has emerged: a corporate focus on resilience."

-Josh Bersin, global research analyst, advisor

Explore. Envision. Engage.

Your organization's approach needs to be genuine, unique and relevant to be sustainable and transformational. It means a conversation to:

- 1] EXPLORE identify the current experience[s]
- 2] ENVISION identify impact and desired outcome[s]
- 3] ENGAGE identify strategies relevant to creating growth and desired change

The design and combination of strategies will be unique to your needs, desired outcomes format and budget.

- Trainings: Leadership growth & development topics
- Conversations: Leadership conversations on relevant topics that build resilience
- Consults: Board development, program assessment, strategic planning
- Speaking: keynote, workshop, retreats
- Coaching: Strengths & Strategies Leadership coaching individual and cohort style
- Courses: Modules for your teams and/or as a host

Where do I start?

Let's have a conversation. No cost, no commitment.

Take a glimpse at the resources listed that could be built from, designing a single component or creating a package that individualizes your work to authentically meet your unique desired outcomes.

Book your one hour no cost Discovery Consult with Sandy
<https://calendly.com/sandyandersonconsulting/organization-discovery-consult>

Trainings.

Topics to create conversations that build capacity, clarity, and connection.

RESILIENCE IN THE MIDDLE TRAINING

The challenges can mount 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 in how we lead and in our day to day living.

LEADING IN THE MIDDLE TRAINING

For those in leadership positions the current challenges and disruptions can lead to exhaustion, fatigue and apathy both professionally and personally. Often the experience is dismissed and pushed through leaving leaders vulnerable to burnout and leading in ways that sabotage the very progress they desire.

As our capacity feels depleted, resiliency fueling and restorative practices are necessary for sustainability, safety and sanity.

TRANSFORMATIVE CONVERSATIONS TRAINING

identifying and creating conversations that build resilient cultures

How we communicate often reflects what we've learned from our homes of origin, a friend group, coworkers, or others who have had influence in our lives. The learning and habits formed from the 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.

This highly interactive training explores:

- stories of how conversations build and bust resiliency
- awareness of how behaviors and habits influence what is communicated
- strategies that equip and empower creating conversations that build resilient teams
- steps to practice out real time challenges with conversation tools

BUILDING A RESILIENT ORGANIZATION TRAINING

emerging collective impact to build a resilient team, board and organization

Whether it's a nonprofit board, a department in an organization, or team in a business: resiliency is necessary for authentic engagement that creates long standing success and sustainability. It starts with the board and senior leadership. This interactive training creates space for key leaders to:

- make connection between resilience and return on investment
- determine why leading with both a transactional AND transformational mindset matters
- explore three components to building resilience
- identify how resilience impacts the development of a sustainable strategic plan

Take the step to invest in people, your most valuable asset, to create a resilient organization by doing core work that emerges practical strategies, fueling truly human leadership and impacting how your people lead in your organization and live in their communities.

STRATEGIC & COLLECTIVE CULTURE DESIGN

foundational work that creates a resilient culture by design not default

This highly interactive facilitation guides key organizational leadership through:

1] understanding why culture matters and what influences culture [how the organization, teams and individual interactions look, feel and function].

2] collective discussion and contribution of what to keep, what to release and what to add to the designing of a resilient culture, where people build capacity, clarity and connection in how they do their work and who they do that work beside. All rooted in the organization mission and values.

3] discovering, practicing and planning specifically how to implement behaviors and habits that reinforce AND maintain the identified desired culture without exhausting people.

COLLECTIVE MAPPING OF TEAM STRENGTHS



An interactive opportunity to learn, share, understand, communicate and integrate team members' natural strengths in practical ways. Strategies and format of training that build capacity, clarity, and connection with colleagues and how they do the work: with greater collaboration and collective impact and less exhaustion, confusion and burnout.

Ultimately, inviting leaders to leverage their strength to grow, protect and represent the organization's mission, vision and values.

Glimpse at the interactive work:

- Overview of Gallup's Clifton Strength Assessment
- Why and how a strength-based mindset influences organizational and team culture
- Insight on self and others related to their top influencing strengths
- How to [and how not to] leverage the learning on individual and collective strengths
- Awareness of each of the 34 strengths: balanced and over functioning
- Individual reflection time to assess how their top strengths influence their leadership
- Collectively exploring how to integrate strengths in strategic, relevant and practical ways to activate and amplify the mission

the table principles™ TRAINING

ten habits to build capacity, connection and clarity for teams, boards and organizations

Designing an organizational culture where recruitment, retention and engagement flourish needs a clear pathway to elevating resilience. A pathway to inspire authentic conversations that lead to sustainable solutions and authentic connection.

To achieve that, we need to become aware of our individual and collective habits that influence the experiences people have. We need to guide and guard the tables so the mission is activated, the environments are safe and the people doing the work are inspired.

The table principles™ invite restorative practices, offering protective factors to the stressors and uncertainty faced by most teams. Stabilizing the table. Developing a strength-focus and emerging sustainable solutions even in the midst of change or challenge, one conversation at a time.

Conversations.

Interactive conversation strategies that offer a group coach style experience.

LEADERSHIP CONVERSATIONS

boosting leadership skills and capability that build individual and collective resilience

Leadership Conversations are research-based rooted conversations on topics relevant to the organization's need and desired are of growth. This unique format provides consistency of quality and practical content with the flexibility on frequency and focus.

- topics determined by client and designed by consultant for highest level of relevancy.
- uniquely linked to your organization's mission
- surfaces best practices and diminishes silos
- ability to record training for future use in organization
- participants receive pdf tools related to topic

TABLE CHATS

ten culture boosting conversations based on the table principles™

Building resilient cultures and work environments takes conversations and intention. The one and done trainings don't result in the sustainable changes and shifts to the behaviors that are rooted in habits and drive the work environment, employee's experiences and organization's culture.

These unique, ten, one hour conversations can offer the layering and learning that leads to sustained transformation!

ten virtual 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

Consults.

Individual or group conversations to take action with strategy and intention.

CRUCIAL CONVERSATIONS CONSULTS

guided conversations that create clarity, direction and connection

Unintended conflict and confusion happens, exhaustion and disconnection can develop especially during transition, change and stressful situations. A Crucial Conversation consult is a facilitated conversation[s] designed with clients so participants learn and leverage resources, strategies and that offer new discoveries that will determine next steps.

This consult conversation invites all necessary participants to be present without the pressure of facilitating the processing and designing next steps. Participants are given the opportunity to confidentiality contribute to designing the direction and focus on the conversation through key questions answered from their unique perspective.

STRATEGIC PROCESSING & PLANNING CONSULT [designed for non-profit boards]

resilient strategies to design a strategic plan that is transformational and sustainable

Designing a strategic plan that is sustainable requires utilizing tools and strategies that are relevant to your organization's unique mission and are rooted in resilience. Resilience offers the ability to face challenges in a way that invites the necessary discovery, direction and determination for individuals, teams, boards and organizations to lead well, execute the plan, especially during challenge.

Developing a strategic plan with a leadership team or board, means asking the questions:

-what is our clear and consistent pathway to making key decisions?

-What goals fuel and activate the mission?

Which programs are relevant and impactful and how do we assess them?

Sandy can facilitate the journey in ways that are authentic to your organization, leverage your mission and engage the people who are impacted by the success of your organization.

Speaking.

Keynote, closing, workshop, retreat or breakout session; explore topics in more depth at www.sandyandersonconsulting.com

- Leading in the Middle
- Resilience in the Middle
- Mission, Margins & the Mundane
- Transforming Culture One Conversation at a Time
- Margin | Aligned & Anchored Living [women's events]

Professional Coaching.

pursuing resilient leadership and living

STRENGTHS & STRATEGIES COACHING

emerging strengths & engaging strategies to lead yourself and others well



Greater confidence, understanding of others and self are central to coaching conversations that leverage Clifton Strengths™ Assessment and research-based strategies to fuel leaders. Each session [in person or virtual] has a guided process that connects the participant's specific strengths to practical tools that will build confidence, clarity and the truly human leaders organizations need to build resilient cultures.

Strengths & Strategies Packages Available

- Six 1-hour sessions package
- Coaching Cohorts
- Packages designed to meet needs for onboarding, leadership skill development

STRENGTHS & STRATEGIES LEADERSHIP DEVELOPMENT COACHING



This unique leadership development format invites participants to grow in self-awareness of their leadership impact and opportunity to discover how their natural strengths can equip them to lead with greater intention and authenticity. Leaders will utilize the Clifton Strengths™ Assessment [full report] to explore their top influencing strengths: where they are balanced, possibly over functioning and how to leverage them during difficulties, disagreement, problem-solving and decision making.

8 sessions

[6 with Sandy and 2 with Sandy and direct supervisor to emerge and encourage progress and growth]

PERSONAL COACHING

Life is fluid. It brings moments of uncertainty, overwhelm or maybe feeling stuck. Sometimes it's experiencing:

- a change or transition [chosen or unexpected]
- making a decision
- processing a problem
- creating or maintaining healthy boundaries
- shifting a behavior or habit
- parenting challenges
- school or work difficulties
- an unexpected event such as health diagnosis

Situations can leave us feeling depleted, exhausted, anxious, unsure, and discouraged, maybe even paralyzed on what to do next. This open-ended format [client's determine amount and frequency of conversations], invites pausing to reflect, catching your breath so you can better identify what you want, why it matters, and discovering strategies to move forward.

Sandy Anderson, MS

Sandy Anderson Consulting & Coaching

Sandy has more than thirty years of experience in guiding individual leaders, teams, organizations and communities to rethink what authentic resilience-rooted engagement can look, feel and function like.

Sandy holds a bachelor's degree in Community Health and Masters in Organizational Leadership. This unique combination creates a holistic approach to how individual wellbeing influences our ability to lead ourselves and others well.

Her worked in education as a coach and adjunct professor as well as several healthcare systems including Mayo Clinic. This work leveraged Sandy's genuine approach to identifying challenges and emerging solutions using strength-based approaches that invite collective impact and sustainable change.

Sandy is author and designer of the table principles™, an interactive resource of ten no cost behaviors that transform conversations that develop resilience boosting culture norms. Essential to every organization for sustainability and sanity.

As a GallUp Certified Strengths® Coach, Sandy integrates a coaching-style approach to engage individuals/teams in transforming workplace experiences and organizational cultures one conversation at a time. She creates conversations that fuel relevant action through strategic tools designed to expand capacity, clarity and connection in how we lead AND impacting how we go home.



For extended descriptions of trainings, conversations, consulting, speaking and coaching visit www.sandyandersonconsulting.com

Tools to Continue the Culture Building Conversations

the *table* eChat [no cost-high impact email conversation]

A resilient inspiring chat sent to your team's email. A tool for the individual leader and teams to collectively grow in their resilient leadership. Relevant topics, practical tips and a commitment to creating conversations that nudge us to live and lead with less regret and more intention!

For past convos and to subscribe [The Table eChat – Sandy Anderson Consulting & Coaching](#)

the *table store* | TOOLS FOR THE TRADE

Beautifully designed products to nurture the culture influencing conversations and behaviors that design with intention resilience rooted environments. Engage in practical prompts that build capacity, clarity, and connection in the everyday encounters.

[Home | Sandy Anderson Consulting \(square.site\)](#)

Professional development that transform exhaustion, lack of clarity and busywork
to re-energized hope, fierce focus and meaningful work
through soul-filled strategies!