



**Sarah A. Scala M. Ed & OD, (She / Her)  
Founder, President, and Principal Consultant**

Sarah Scala is a senior talent management leader and executive coach with 20+ years of experience providing organization development, change management, and leadership development solutions for diverse global and local industries. She is a collaborative consultant, coach, and educator supporting performance transformation of executives, leaders, and teams. Sarah is a methodical, results-driven leader recognized for helping clients reach their highest potential, increase revenue, reduce turnover, increase inclusion, elevate business profitability, build competencies, and improve performance.

**EDUCATION:**

- Masters degree in *Organization Development and Adult Education* from Alverno College
- Bachelor degrees in *Business Management* and *Adventure Recreation* from Green Mountain College.

**ACCOMPLISHMENTS:**

These accomplishments are based on over 20 years as a successful consultant, manager, coach, and leader in talent management and leadership development. Examples include:

- **COACHING:** Executive coaching of over 400 leaders and CEOs supporting increased revenues and reduced turnover for Fortune 1000 and mid-sized clients including: Danone/Dannon Yogurt and Takeda Pharmaceutical.
- **SPEAKING:** Sought after speaker and facilitator supporting unique needs and issues within the LGBTQ+ community. Expert on maximizing performance through optimism, resilience, and grit, and building emotional intelligence for individuals and organizations.
- **LEADERSHIP DEVELOPMENT:** Led 700+ leaders through innovative national and global leadership development programs to build competencies resulting in increased retention and qualified promotion-ready candidates in leadership pipeline. Clients included: Orstead, Cartera (Rakuten), and King Arthur Flour.
- **MENTOR PROGRAMS:** 88% reduction in turnover in one year for financial industry client. Improved productivity (skill mastery) by 33%, (1 year from 1.5years) for Simon Pearce, handcrafted glassware client resulting in vastly improved ROI.
- **SUCCESSION:** Implemented proven succession management methods for CEO and executive team in preparation of anticipated executive turnover. Provided a predictable map to move forward, reducing ramp-up time, and maintaining uninterrupted business operations for consumer packaged goods client.

*These accomplishments were at companies with as many as 100,000 employees and down to coaching assignments with individuals.*

**FORMAL CREDENTIALS:**

- International Coach Federation – Professional Certified Coach (PCC)
- Gestalt International Study Center - Certified Gestalt Coach
- Emotional Intelligence (MSCEIT™) - Certified practitioner
- Emotional Intelligence (EQ-I 2.0) - Certified practitioner
- Emotional Intelligence 360 - Certified practitioner
- Situational Leadership II® - Certified practitioner
- MBTI®, FIRO-B®, and Thomas Kilman Conflict Instrument® - Certified practitioner
- LGBT Certified Business Enterprise®

**AFFILIATIONS:**

Sarah is the Founder and Chair of the *Granite State Learning and Organizational Development Round Table*, a professional association that provides learning and development to HR and Learning leaders. Sarah serves as a committee member International Coach Federation - New England Chapter, and as a *Professional Associate* for the Gestalt International Study Center. In addition, Sarah is a member of the Massachusetts LGBT Chamber of Commerce, National LGBT Chamber of Commerce, New Talent Management Network- Boston, *International Coach Federation*, *Organizational Development Network*.

In her free time, Sarah enjoys cycling, kayaking, cross-country skiing, and travel. She also enjoys volunteering to provide meals to those in need, and frequently speaks at conferences and events for organizations that support LGBTQ+ and Human Resource leaders and entrepreneurs.

