

MEET SARAH A. SCALA



Sarah Scala is a sought after speaker supporting unique needs and issues within the LGBTQ+ community.

She is an expert on maximizing performance through optimism, resilience and grit, and building emotional intelligence for individuals and organizations. Sarah holds a Master's degree in Organization Development & Adult Education and is an ICF Certified Executive Coach (ACC). Sarah lives with her partner in Boston, MA.

Sarah Scala Consulting is a certified LGBT Business Enterprise® (NGLCC).



WHAT TO EXPECT

Sarah's high-energy, engaging, and dynamic keynotes and workshops are designed to promote active participation and inclusion with diverse audiences. Having spoken to groups of varying sizes across all career levels for the last 20+ years, she ensures a proper understanding of your goals and the demographics of your audience.

Sarah injects energy and candor into your conferences, association meetings, and events, while promoting openness and inclusion.

**AVAILABLE FOR:
KEYNOTES
WORKSHOPS AND SEMINARS
EXECUTIVE ENGAGEMENTS**

RECENT CLIENTS

Massachusetts Institute of Technology	Stonyfield Farm	Harvard University
Cartera Commerce (a Rakuten Company)	Tufts Medical Center	Out & Equal Workplace Summit
King Arthur Baking Company	Kohls	The YMCA
Michael Baker International	Dartmouth College	Orstead
Beth Israel Lahey Health - New England Baptist Hospital	Equilibrium Brewery	Ocean Spray Cranberries
Resource Systems Group (RSG)	Simon Pearce	Entergy
Greater Nashua Mental Health Center	Siemens	Medline Industries

WHAT PEOPLE ARE SAYING

"#Kudos I really appreciate all that you do. #ThankYou to Sarah Scala for facilitating an informative workshop on LGBTQ + and Emotional Intelligence at Work as part of Ocean Spray's June Pride Festival. Given that our organization is in the midst of a Return to Office campaign, this topic could not be more relevant for both leaders and team members alike as they prepare to come back to our headquarters. Thank you again Sarah for sharing your research, your knowledge and the gift of your time with us!"

- BRIAN SHEA, FORMER SENIOR PROGRAM LEADER -
TALENT MANAGEMENT AT OCEAN SPRAY CRANBERRIES

"Sarah's expertise in leadership development, coaching and change management, combined with her authentic and open sharing and storytelling makes her an amazing speaker and partner. Experience, honesty and candor, and authenticity made Sarah's engagement in our LGBTQ work an incredible asset."

- GUILLERMO GUTIERREZ, FORMER DIR.
OF DIVERSITY AND INCLUSION -
MEDLINE INDUSTRIES

"I worked with Sarah Scala when she facilitated a workshop for our firm's Diversity, Equity and Inclusion initiative about "The Real Costs of Getting Workplace Diversity & Inclusion Wrong." Her compassionate, open, and energetic style invited engagement, questions, and insight for all participants. Sarah's approach showed clearly why diversity and inclusion is not simply a "check the box" activity, but has real, bottom-line impact... I highly recommend her to anyone who wants to open a conversation about building diversity, equity, and inclusion in their organization." - C.R., FORMER DEI CO-CHAIR,

MICHAEL BAKER INTERNATIONAL

SPEAKING TOPICS

Customizable to meet your needs

LGBTQ+ Psychological Safety at Work

A psychologically safe work environment promotes openness and sharing of new ideas to solve problems and overcome challenges, especially for LGBTQ+ employees. This workshop offers tips, guidance, and experiential practice to support organizational innovation and creativity. When it does not feel safe at work, employees are less comfortable with taking risks and trying new things due to a fear of failure. New learning and success come from mistakes and risk taking. Psychological safety is not a perk, but is essential to high performance today with great levels of volatility, uncertainty, complexity, and ambiguity (VUCA). Psychological safety is required for organizations to evolve and requires high cultural humility.

Emotional Intelligence for your LGBTQ+ Work Life

Emotional Intelligence (EI) is defined as "a set of emotional and social skills that influence the way we perceive and express ourselves, develop and maintain social relationships, cope with challenges, and use emotional information in an effective and meaningful way." Participants will learn to recognize and understand emotions in others and themselves, and will use this awareness to manage behavior and build positive relationships.

SPEAKING TOPICS



Sustaining LGBTQ+ Performance with Optimism, Resilience, and Grit

This interactive workshop focuses on keeping one's self strong through optimism, resilience, and grit. Through group and partner discussions, we will explore ways to strengthen or teach others optimism, resilience, and grit. You will learn how to strengthen and develop Optimism. We will also explore ways to build Resilience as a competency to overcome change and challenges. The workshop will end with ways to strengthen GRIT as a competency that differentiates exceptional performers from good performers, which impacts business results.

The Business Cost of Getting Diversity and Inclusion Wrong

Recent research by Accenture found that 98% of leaders think employees feel their company is inclusive. In other words, leaders think employees can bring their whole, authentic selves to work. But only 80% of employees actually report feeling included in their workplaces. This gap of about 20 percentage points is called the "perception gap." Closing the "perception gap," or making more employees feel included, could save employers millions and boost US company profits by a whopping \$1.05 trillion. This interactive workshop will share financial and cultural costs to businesses when they lack an inclusive environment for diverse employees, in general, as well as LGBTQ+ specifically.

Developing Your Organization to Support LGBTQ+ Inclusion Using the World Café Model (in person only)

World Café is a facilitation process that rapidly gathers the collective experience and knowledge of participants. The workshop will open with a creative exercise. Participants will then work in small discussion groups concentrating on topics such as: inclusion, managing change, building executive effectiveness, executing for results, building self awareness, and thinking and acting globally. The workshop will close with small groups sharing their ideas with the large group. Topics can be selected based on your choice.

People Side of Change:

Organizational Transition Through Inclusion and Belonging

When businesses are planning change, often the focus is on the financial and logistical details. Obviously, these are important factors. However, when businesses do not think through the emotional impact on their employees and leaders, the process is often more difficult and less successful. Executives and Leaders can take a people approach to change by building their skills in Optimism, Resilience, Grit, and a Growth Mindset. Supporting the emotional psychology of change is as important as the financial, strategic, and logistical details, because you need strong employees and leaders to execute your business plan.