

MEET SARAH A. SCALA



Sarah Scala is a sought after speaker and expert on designing mentor programs with a strong ROI, neuro-coaching for behavior change, and helping organizations maximize performance through optimism, resilience and grit. Sarah holds a Master's degree in Organization Development & Adult Education and is an ICF Certified Executive Coach (ACC).



WHAT TO EXPECT

Sarah's high-energy, engaging, and dynamic keynotes and workshops are designed to promote active participation and inclusion. 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	Ocean Spray Cranberries
King Arthur Baking Company	Kohls	The YMCA
Cape Cod & Islands Assoc. of Realtors	New York Life	Orstead
Visiting Nurse and Hospice for VT and NH	Equilibrium Brewery	Out & Equal Workplace Summit
Resource Systems Group (RSG)	Simon Pearce	Entergy
Greater Nashua Mental Health Center	Mindedge Learning	Medline Industries

WHAT PEOPLE ARE SAYING

“Sarah delivered an outstanding session. Her expertise and experience in designing effective and lasting corporate mentoring programs were clearly demonstrated as she led the attendees through a journey of understanding of the concepts and practical advice to be successful in their own launches. I would recommend Sarah as a highly capable consultant and change agent for talent development.”

- LAURA SILVA, DIRECTOR -
GLOBAL TALENT DEVELOPMENT, SMITH & NEPHEW

“The presentation was right on point. The information you share resonated well with the women in the forum. I look forward to working with you again on future endeavors.”

- DEBORAH EVANS,
CHIEF PEOPLE OFFICER -
GREATER HARTFORD YMCA

“Sarah skillfully pivots on a dime! Our ATD Chapter was excited to have Sarah speak about Mentoring, but then we were faced with the COVID-19 crisis, it made all of us Stop-Drop&Roll--or in this case Stop and Go Virtual! We found out less than one week before her presentation. When I asked Sarah if she'd be comfortable with that change, she said, “Sure.” Cool as a cucumber! AND her presentation was GREAT! She was comfortable with the medium, managed the room, kept participants engaged, and provided us with a terrific workshop!”

- DAWN WALKER-ELDERS
ADULT LEARNING MANAGER, GIRL SCOUTS OF MAINE

SPEAKING TOPICS

Customizable to meet your needs

Building Performance with Optimism, Resilience, and Grit

This interactive workshop focuses on the next level of leadership and people development - keeping one's self strong in mind 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.

Positive ROI: Effective Mentoring for Workforce Development

This workshop will explore both formal and informal mentoring. Mentoring is one of the best ways to strengthen skills or to take a leadership role in developing future leaders or followers. Mentoring can also be very cost effective for organizations. Through interactive group activities and the sharing of best practices, this program will provide examples of mentoring successes with a strong return on investment. Examples of New England and national companies we have partnered with on designing and evaluating a mentor process will also be shared.

SPEAKING TOPICS

What's Going On Up There?

Understanding Coaching and the Brain to Build Business Performance

Through this interactive workshop, participants will learn about neuroscience and what happens in the brain with different approaches to coaching. Discussion combined with partner and small group activities will address both Compassionate change and Compliance change approaches. A Compassionate approach is focused on the team or coachee's vision and ideal self or team, while a Compliance approach is focused on the organization's objectives and goals. Both are important for sustained change for both individuals and organizations. Through this workshop, participants will gain tools and tips to bring change to individuals and teams, and what happens neurologically in the brain when these approaches are used.

Emotional Intelligence

Many articles indicate that emotional intelligence is a top skill including Thrive Global, Inc Magazine, Harvard Business Review, and Fortune Magazine. This skill is increasingly important to provide a safe, diverse, and inclusive workplace. This workshop will review the competencies of emotional intelligence and proven ways to strengthen and build EQ at work.

Psychological Safety at Work

A psychologically safe work environment promotes openness and sharing of new ideas to solve problems and overcome challenges. 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.

Developing Your Organization to Support Growth

Using the World Café Model

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, leading Millennial talent, 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.