



**Sarah Gillen, MA, LMFT, PCC**

***Key Experience***

Sarah has been involved in individual and group change for 30 years, including systems and group development and facilitation, individual growth and high performance. She has helped organizations to deal with change for 8 years through coaching, consulting, and training. She holds professional licenses in systems theory and implementation and individual development in both Vermont and California and is credentialed as a professional coach through ICF.

***Change and Leadership Training:***

- Developing individual, team, or organizational leadership competencies and capacity
- Professional Credentialed Coach with the International Coach Federation
- Certified Mentor Coach from Mentor coach, LLC
- Systems training, strategically encouraging change and improved outcomes in groups and systems:
- MA: Clinical Psychology, Antioch University
- Licensed as Marriage & Family Therapist in California and in Vermont

***Performance, business, organization management:***

- Coached publishing conglomerate of magazines and papers in strategic plan for expansion into new areas and for change in leadership. Helped editors and financial specialists develop organizational and management skills
- Helped several firms strategize for expansion into new markets and carry through successfully, increasing profits by 200 – 2000%. Helped managers of small to medium-sized businesses identify systemic challenges and improve group management skills and leadership skills to help teams get better results.
- Helped book publisher create successful new company aimed at specific niches, and then expand offerings to new markets, increasing revenues by 750%.
- Developed 6 successful businesses of her own since 1980, including professional practices, furniture design, and international coaching and training business, emphasizing effective dynamics and communication in leadership, organizational development, and life balance concerns. Clients include visionaries in high-tech development, service sectors, retail, green business, healthcare, and a wide range of entrepreneurs.

***Executive Coaching:***

- Focus on leadership skills, increased capacity for effective leadership, people management skills, business strategy and implementation
- Examples: Coached CEO of visionary high tech company, to develop organizational systems for running many projects & grants, restructure teams, improve team performance and management capacity.
- Professional & healthcare companies: Identified hidden cause of unworkable systems, redirected change efforts, which led to tightening up compliance with regulatory standards, grow business, hire employees, redefine roles, restructure and implement systems.

***Group Development & Coaching:***

- Trained and Credentialed in Group Coaching, Leading High-Performance Business Teams by Randi Sigmund Smith, EdD, Innovation House, LLC, Virtual Group Institute, and MentorCoach.
- Facilitated employee meetings at Hunger Mountain Co-op before new manager hired to reduce tension, improve communication, and problem-solve.
- Leads trainings for Small Business Leaders in Group Dynamics, Leading Effective Meetings, Improving Employee Relations and Productivity.

***Qualitative and Quantitative Assessments:***

- Certified in Gregorc Mind Styles, which shows thought process, decision-making, values, and expression styles. Improves understanding of self and of others, anticipates conflict, teaches team members to value others' styles, reduces conflict.
- TalentSmart: Leadership and Emotional Intelligence assessments, DISC, 360's.