



**Sandler  
Consulting**

Executive coaching  
since 1998

## SARAH SMITH



Sarah is an internationally experienced and qualified executive coach and consultant who works with senior and director level leaders across sectors and has over 25 years' experience in developing individual leaders, leadership teams and organisations. Alongside her work as a coach, Sarah also designs and delivers international Executive Education and Development Programmes. She is a recognised expert in her field and has contributed chapters on coaching, wisdom, ethics, and adult development to landmark practitioner handbooks.

Prior to moving into consultancy Sarah held senior learning and organisational development roles in Sainsbury's and at Cranfield University, where she gained experience in implementing large scale organisational and leadership development projects. Sarah continues to work with Cranfield University as a course coach and visiting lecturer in areas such as Positive Psychology and Emotional Intelligence. Sarah's particular area of expertise is in the psychology of wisdom and wise reasoning, and its relevance to leadership and organisational contexts. She has a MSc in Positive Psychology, a Diploma in Performance Coaching, a BA (Hons) in Education. Sarah has considerable experience in using a range of psychometrics to support the development of her clients, including EQi 2.0 (Level B, MHS), SDI (Personal Strengths Ltd), Hogan Leadership Forecast Series, and Myers Briggs Type Indicator (OPP). She is also a practitioner of Human Structural Dynamics (Kantor Institute), Critical Systems Thinking, and a Master Practitioner and Master Trainer of NLP.

Sarah brings all her experience into her coaching work with clients, supporting deeper level change as well as the development of new skills and knowledge. She regularly works with clients to develop capabilities such as strategic thinking, enterprise leadership, decision making in uncertainty, emotional intelligence and how to navigate the different leadership demands asked of individuals as they move into increasingly senior roles.

A hallmark of Sarah's coaching is her ability to build strong relationships with her clients, quickly establishing a foundation of trust and openness. She is responsive and adaptive to the needs of individuals and will not shy away from sharing her insights, giving candid and constructive feedback, or addressing the zone of difficult debate. Sarah places a high priority on creating a supportive and challenging space within which the needs of each person, the wider organisation and its stakeholders can be

addressed. It is making a real difference to individuals, teams and organisations that motivates her. Sarah consistently produces exceptional results for her clients.

Sarah has worked with a wide variety of organisations in the private, corporate and public sectors including defence, life sciences, legal, media, retail and housing. Her executive coaching clients have come from organisations such as Warner Bros Discovery, Sony, Rocksteady, Rolls Royce, Johnson & Johnson, LGC Group, L&Q, Countryside Properties, the Guinness Partnership, the MoD, Defra, the Fire and Rescue Service, the Cabinet Office, the National Institute of Health Research, and the Royal Institute of Chartered Surveyors amongst others.

Sarah's coaching clients have commented that:

*"I found Sarah's approach and knowledge to be outstanding. She was able to show me tools and different ways of looking at our challenges that were eye opening."*

*"With her highly developed expertise, Sarah has been the powerhouse of my recent development. She has amazing intuition on how and where to drive the discussion."*

*"Coaching with Sarah was an amazing experience. She guided me through peaks and troughs of my current work/life and enabled me to reflect on 15 years of historical work/life. She was able to articulate what I was feeling or attempting to say into a mature and sound explanation or point of view. I exceeded my initial goal, Sarah made me look beyond this. She gave me the courage to make massive positive change."*

*"Working with Sarah has had a major impact on my working practices, on how I view myself, my work, my performance, my colleagues and how I interact with them, and the performance of my team. I cannot overstate the positive impact this has had."*

*"Sarah was a fantastic coach. She was engaged to help me with some feedback I had been given in a performance review. She had a very open, transparent and understandable approach. She helped me to take an objective look at the feedback and to translate that into actionable changes, which she then supported me with. In addition, she opened my thinking more broadly in terms of what kind of leader I wanted to be and what my values were. At the end of the coaching the feedback I received from others showed significant positive changes that had been received well."*

*"The work Sarah did with our team on Executing Strategy in Complexity blew me away. She helped us realise and articulate what we unconsciously knew but could not consciously or coherently land on."*