

Clear Impact

Consulting Group Inc.

Dr. Sandra Hill

President

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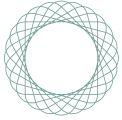
Boulder, CO, 80306

Education/Affiliations/Certification

- **Psy.D.**, Organizational Psychology, Professional School of Psychology, 2009
- **M.A.**, Counseling and Organizational Development, University of Colorado, 1977
- **B.A.**, Sociology, California State University at Long Beach, 1969
- **B\Coach Business Coach Training Program**
- **American Society for Training and Development**
- **Certified Myers Briggs Trainer**
- **Certified Riso-Hudson Enneagram Teacher**
- **Certified Holacracy Practitioner & Instructor**
- **Association for Psychological Type**
- **Member**, International Coach Federation
- **Member**, Edmonton, Alberta Association of Professional Coaches
- **Lifetime Elementary School Teaching Credential**, California Department of Education

Partial List of Fortune 50, 500 and other clients

- AT&T Bell Laboratories, Cisco Systems, Lucent Technologies, StorageTek, Government of Alberta, IBM, City of Edmonton, Ledcor, Skidmore Owings & Merrill (SOM), Government of Canada (Western Economic Diversification), Edmonton Police Service, Alberta Health Services, Boeing, Mellon, International University in the Netherlands,, Alberta Federal Council, Paradyne, NeXstar Pharmaceuticals, Proligo, Wide Open West (WOW!), Italian Centre Shop, Keystone Center for Public Policy, World Bank, Nature Conservancy, Community Food Share, Friends School, Emergency Family Assistance, and Boulder Ballet.



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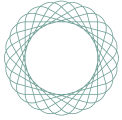
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Selected Work Experience

- **President**, Clear Impact Consulting Group, Inc. (Formerly Organizational Systems, Inc.), 1976 – Present; CEO, Clear Impact Consulting Group, 2001 - Present
 - Owner (co-owner from 1999) of consulting company providing organizational effectiveness services to local, national and international companies.
 - Development of high performance organizational cultures
 - Mergers/acquisitions
 - Leadership development
 - Team building
 - Executive coaching
 - Employee engagement/retention
 - Performance management
- **Government of Alberta**, 2011 - present
 - Executive Coach
- **Alberta Health Services**, 2011 - present
 - Executive Coach
- **AT&T Bell Laboratories**, Colorado, Ohio and New Jersey, 1984 - 1997 Senior Lead Organizational Effectiveness Consultant
 - Developer of the Organization Development and Professional Development Training Program for a 2,000-person R&D business unit.
 - As a full-time external consultant over an 11 year period, provided a full range of organizational development consulting services including strategic planning, leadership development, executive coaching, team building, development of reward systems, communication systems, and merging of organizational cultures.
 - Hired and coordinated an ongoing group of 60+ consultants and trainers.
 - Acted as catalyst for the development of Bell Labs' high performance project teams.



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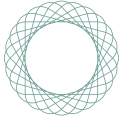
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Selected Work Experience (continued)

- One of two lead consultants responsible for shifting the traditional project culture to one of cross-functional core teams. These teams were to become the foundation of the organization's culture. Led other consultants in the ongoing support of those teams and their respective business units.
 - Designed and facilitated Affirmative Action consulting and training program.
 - Supported Bell Labs managers in their transition from more traditional managers to coaches, and also in developing a performance evaluation system that rewarded employees/project teams in taking initiative for evaluating and improving their performance.
 - Increased the effectiveness of performance feedback by introducing upward feedback systems and 360-degree evaluation.
 - Instrumental in helping cross-location project groups (virtual teams) break down barriers and effectively work together.
 - Actively engaged in the positive integration of numerous business acquisitions into the larger culture.
 - Responsible for transforming the Professional Development Training Program in Colorado from curriculum that was "suit cased" from New Jersey, to a program that was customized for the particular needs of the Colorado employees.
- **World Bank, 1994 Senior Organizational Effectiveness Consultant** assessing a management consulting project for leadership effectiveness in privatized companies in eight African countries.
 - Interviewed key organizational members, assessed strengths and challenges, and made recommendations for improving the leadership development program.
 - This assessment was directly responsible for the re-evaluation and re-design of the entire program. Results included hiring more local managers.



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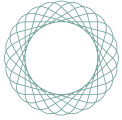
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Selected Work Experience (continued)

- **Executive Coach for first female president at International University in Netherlands, 1994** Senior Organizational Effectiveness Consultant
 - Organizational assessment resulting in a plan to successfully integrate the first female president at this university
- **Trainer, Instructor, Director and Consultant 1975-1984**
 - Worked with universities, public schools, for-profit and not-for-profit organizations including University of Colorado, IBM, StorageTek, YMCA, Manpower, Community College of Denver and other small businesses and startups.
 - Areas of training included leadership development, employee retention and customer service, team building skills, communication skills including assertiveness training, innovation and creativity, conflict management, strategic planning, application of the Myers Briggs typing system to businesses, diversity training, sexual harassment, and stress management.
- **Women's Center, University of Colorado Denver, 1982 - 1984** Director
 - Directed staff and participated in providing a wide variety of services to women at the University including general support and counseling.
- **Institute For Equality in Education, 1979 - 1981, Field Coordinator**
 - Training and consulting with school districts in Colorado compelled to ensure equal opportunity for males and females in complying with Title IX of the Civil Rights Act.
- **Fountain Valley, California School District, 1969 - 1974, Elementary School Teacher**



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Publications

- Stein, Z., Dawson, T., Van Rossum, Z, Rothaizer, J & Hill, S. *Virtuous Cycles of Learning: Using Formative, Embedded and Diagnostic Developmental Assessments in a Large-Scale Leadership Program*. *Journal of Integral Theory and Practice*, June 2014, 9(1), 1-11.
- Rothaizer, J. M. & Hill, S. L. *What is an adequate knowledge base for executive coaching?* *International Journal of Coaching in Organizations*, 2010, 8(1), 40-58.
- Rothaizer, J. M. & Hill, S. L. *Coaching and the unconscious*. *International Journal of Coaching in Organizations*, 2009, 7(3), 55-72.
- Hill, S. L. *A multidimensional approach to organizational effectiveness*. *International Journal of Coaching in Organizations*, 2007, 3, 6-29