



Clear Impact

Simple truths. Consistently applied.



As an executive coach and organizational consultant, **Dr. Sandra Hill** has spent more than 30 years assisting thousands of leaders and their direct reports in enhancing organizational capabilities. For 11 years, as senior lead organizational consultant in a Fortune 50 company with over sixty consultants and trainers reporting to her, she was responsible for developing and then providing a full range of organizational development consulting services including executive coaching, leadership development, team building, performance management and strategic planning.

She has developed a proven track record of success and trusted, long-term client relationships. A master at organizational assessment, she's a catalyst for her clients developing results-oriented cultures vitalized by collaboration and partnership, incorporating the alignment of clear hierarchy with the engagement and productivity of self-governing teams.

An executive coach long before it was popular to be a coach, she is widely known for her pioneering work with leadership and team development and for her innovation and creativity. Underpinnings of her work with her partner include Contextual Thinking (understanding behavior by first looking outside the person, rather than inside), Developmental Thinking (the different leadership "operating systems" that are increasingly more effective in times of complexity, ambiguity, and rapid change), Complexity, Polarity Management, Leadership Versatility, and Living Systems. She is a Certified Enneagram Teacher, Myers Briggs Consultant and Lectica Coach.

Her clients have included the Government of Canada, Lucent Technologies, AT&T Bell Laboratories, Province of Alberta, Cisco Systems, Italian Centre Shop, Alberta Health Services, Edmonton Police Service, Skidmore Owings & Merrill, IBM, Mellon, the World Bank, NeXstar Pharmaceuticals, Wide Open West, Natural Conservancy, Keystone Center and StorageTek. She and her partner, Joel Rothaizer, designed and led the leadership effectiveness training for the top 800 leaders in the City of Edmonton for over five years. This program has some of the strongest outcome data in the world.

Coach Approach:

Coaching can be both face-to-face and telephone, depending on preference and location. My approach is highly customized to my clients, so that I'm flexing to their needs and particular situations, rather than having them flex to mine. I can do longer or shorter coaching sessions, more or less frequent.

- Some of what's important in our coaching philosophy:
 - We see two distinct goals in coaching. One is assisting our clients in addressing their immediate issues. The other is capacity building, assisting them in being able to be more sustainably successful long after coaching has ended. This second goal requires more skill and experience on the part of the coach.
 - Coaching should not be just asking great questions. It's also about providing tools, models and perspectives that are cutting edge and actionable, enabling our clients to view their challenges and opportunities through new lenses and to increase their overall leadership confidence and competence through our work together.
 - It's important to assist our clients in changing behavior, as well as making sure that important stakeholders recognize those changes. This does not happen automatically!
 - Integrating our background and perspectives as organizational consultants is very important, e.g. understanding that all behavior occurs in context, and the root cause for much behavior lies outside individuals, rather than within them.