




GENERAL PROFILE	
<i>Sarah Osteen</i>	
<b>Company Name:</b>	<b>GumballEnterprises</b>
<b>Residence Country</b>	United States of America
<b>Languages</b>	English
<b>Contact Information:</b>	Email <a href="mailto:sosteen@gumballenterprises.com">sosteen@gumballenterprises.com</a>
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PROFILE DETAIL	
<b>Education</b>	<ul style="list-style-type: none"> <li>• B.A. Georgetown University</li> <li>• MBA Babson College</li> </ul>
<b>Certifications</b>	<ul style="list-style-type: none"> <li>• Columbia University Executive Coaching Program, Credentialed Coach: International Coach Federation</li> <li>• Hogan Leadership Assessment: Advanced Interpretation Certificate</li> </ul>
<b>Areas of Expertise</b>	Persuasion, Difficult Interactions, Coaching, Leadership, Feedback, Strategic Thinking, Business Strategy, Managing Upward, Influence without Authority
<b>Industry(s)</b>	Technology, Healthcare, Retail, Telecommunications, Education, Biotech, Finance, and Non-Profit
<b>Audience Segment (EE, Mgr, Leader, Hi-Po)</b>	Hi-Po, Upper Management (Director and VP), Senior Manager
<b>Years of Facilitation Experience</b>	10+ years
<b>Years of Coaching Experience</b>	4+ years
<b>Years of Consulting Experience</b>	20+ years
<b>Years of Training Experience</b>	10+ years



<b>Years of Design Experience</b>	8+ years
<b>Years of Data Analysis Experience</b>	8+ years
<b>Assessment Tools</b>	Hogan, 360 Assessment
<b>Other related experience</b>	<ul style="list-style-type: none"> <li>• Design and delivery of cohort based leadership development programs</li> <li>• Business case facilitation and analysis</li> </ul>
<b>Sample Clients</b>	Harvard Business Publishing, Healthfirst, UW Medicine, Hormel Foods, Canadian Manufacturing Network, Historic Seattle
<b>Level of Clients Coached</b>	Hi-Po, Upper Management (Director and VP), Senior Managers
<b>COACHING PROCESS</b>	
<b>Style</b>	Client centered, purposeful, work to find alignment between the organizational mission and vision and the individual's goals, build the leader's muscles by asking challenging questions and designing achievable action plans to execute targets, business focused
<b>Length of Sessions</b>	1 hour sessions 2-4 times per month, customized to the client.
<b>Other</b>	<ul style="list-style-type: none"> <li>• Live-Action coaching – observe client meeting and provide feedback and coaching.</li> <li>• Team Coaching</li> <li>• In person or virtual session</li> </ul>
<b>BIO</b>	
<p>Sarah Osteen works with clients to deliver high impact leadership development solutions for both individuals and teams. Her professional strengths include the ability to combine business acumen and organizational development knowledge with strong communication skills. This experience brings a recognized ability to lead strategy discussions, collect relevant data, and provide a clear interpretation of complex issues at a strategic and tactical level.</p> <p>Sarah spent nine years as a Senior Learning Solutions Manager in Corporate Learning at Harvard Business Publishing. In her role she worked closely with the Harvard Business Publishing sales team to design powerful leadership development solutions and to help drive the six million in annual revenue for the North East. Sarah continues to maintain a close partnership with Harvard Business Publishing in the role of Moderator and Senior Instructional Designer.</p> <p>Prior to joining Harvard Business Publishing, Sarah worked as a project manager with two consulting organizations: Impact Performance Group and Cognitive Arts. In her capacity at Impact Performance Group she managed a team of writers, designers, and facilitators through the development and implementation stages of highly customized sales training programs. While at Cognitive Arts she led the design efforts for training programs in a variety of market segments.</p>	



**GumballEnterprises**

Leadership  
Development  
Services

Sarah received her BA in English from Georgetown University and her MBA from the F.W Olin Graduate School of Business at Babson College. Sarah completed the Executive Coaching Intensive Program at Columbia University. She has an advanced interpretation certification in the Hogan Leadership Assessment Instruments.