



Leadership Coaching and Strategy for Social Change

ABOUT

Wegmann & Associates supports equity-focused leaders and groups by providing executive coaching and strategy consulting to strengthen results. As a credentialed ICF Coach and a Certified Professional Diversity Coach, Sandra's [focus](#) is helping women leaders increase their organizational impact. Wegmann & Associates also offers social impact consulting to small leadership teams in order to advance strategy, planning, learning and implementation.

COACHING SERVICES

WHAT IS COACHING?

As defined by the International Coaching Federation, coaching is “Partnering with clients in a thought-provoking and creative process that inspires them to maximize their personal and professional potential.”

- Coaching is distinct from advising or mentoring in that clients find their own answers
- Wegmann & Associates brings expertise in facilitating inquiry to lead to client breakthroughs

EXECUTIVE WOMEN IN SOCIAL CHANGE – COACHING TOPICS

Coaching topics – defined by the client - often include:

- Support for BIPOC women leading within dominant cultures
- Support for developing inclusive leadership practices and working across difference
- Organizational and personal goal-setting and execution
- Leadership vision, presence, confidence, decision-making and perception by team members
- Addressing limiting beliefs and targeted skill amplification to improve results

BENEFITS OF COACHING

Past clients have shared the following coaching results or benefits:

- Increased influence through improved relationship management and ability to bridge differences
- Accelerated organizational impact due to clarity on strengths, vision, values and execution plan
- Greater workplace satisfaction due to increased self-awareness and new supportive mindsets
- Advancement to new leadership roles and amplification of skills (e.g. communication, delegating)

CONSULTING SERVICES

Customized engagements may include consulting services such as:

- Aligning coaching engagements to support organizational vision and enterprise-wide initiatives
- Gathering, synthesizing and leveraging input through focus groups and/or stakeholder interviews
- Designing and facilitating leadership team planning and strategy sessions
- Group coaching on Emergent Learning tools and principles to strengthen results in real time

CLIENT TESTIMONIALS

Clients include c-suite leaders, board members, rising leaders and individual contributors.



"I found Sandra to be a caring, empathic, highly observant coach who helped me achieve several important "aha" moments and breakthroughs that have kept me on my path of growth." – Lauren Miura

"Wegmann and Associates helped build my confidence as a woman in leadership... I am better able to connect my strategic goals to my values, and I understand how that can be beneficial to the groups I serve. This all helps me feel more powerful as a leader." - Jennifer Vardeman, Ph.D., Director & Associate Professor, Valenti School of Communication, University of Houston

"Sandra is very skilled at using Emergent Learning practices and principles in her coaching work, which is an area where I specifically wanted to focus. Sandra provided me with concrete tools that I could apply immediately." – Danielle Breslin, CEO, Moses Taylor Foundation

"Sandra brought an impactful coaching skill set to a three-year consulting engagement with the Greater Houston Opportunity Youth Collaborative. She asked the right questions at the right time. This equipped our team to be more proactive in surfacing complex challenges and then in moving forward with strategic decisions." – Carolyn Watson, ED, William Stamps Farish Fund

"Sandra has a calm about her that signals trust and safety. Through her partnership, I was able to dig deeper than I had previously gone, and she helped me find the key to open a couple of barriers that had long been under lock." – Jen O., Fortune 200 Manufacturing company

"Sandra is skilled in asking thoughtful questions and probing for deeper insight. I highly recommend Sandra to anyone who wants to bring clarity to, level-up, or make progress in any area of their life" – Jennifer Blank, HR Leader and Consultant

"I worked with Sandra for four months as I was starting my business. She really listens, believes in her clients, and offers great insights... I would highly recommend Sandra..." – Connie, Entrepreneur