

## Consultant profile – Sara Stanton



Sara is an extremely experienced and highly regarded professional development consultant with a proven track record of delivering results. An exemplary stakeholder and people manager with strong communication skills, Sara has a passion for designing and delivering people, management and organisation development programmes. This passion and an open style instils confidence in the clients she works with and the people she trains. Sara is dedicated to helping people and organisations be the best they can be through learning and organisational development. She firmly believes that given the right conditions everyone can make the most of their potential.

Sara is an excellent communicator with exceptional listening skills, and her ability to quickly understand others and draw on first-hand management experience inspires and motivates.

Before becoming a consultant Sara worked in the food industry for large FMCG companies such as United Biscuits and Kraft Foods (now Mondelez). In her last role, she was the Organisation and Design Manager for Kraft UK & Ireland where she managed a team of 6 HR professionals, managed OD, Learning and Development and Compensation and Benefits with a budget responsibility £150m+. Responsible for learning and development strategy and plans, she designed and delivered leadership and management courses as well as being responsible for commissioning all other organisation training. Sara drove the use of MBTI throughout the organisation to aid management development, team building, communication, and change management. Her experience also covers the development of a competency based performance management systems and coaching at a senior level within the organisation.

Sara has been working as an independent consultant since 2010, with a diverse client base. During this time she has designed and delivered cultural and organisation change programmes focused on employee engagement and revenue growth, developed and implemented learning and development strategies and plans, and designed and facilitated programmes for personal and people management. She has developed, coached, and trained individuals and teams to achieve their objectives and potential.

### Key areas of expertise

Sara's management and people development workshops are built on the foundation of confidence in managing yourself to manage the task, the team, and individuals. Sara's main focus areas include:

- Leadership / management skills
- Performance management/Appraisal skills
- Effective communication skills
- Coaching skills
- Train-the-trainer
- Facilitation skills
- Personal impact and effectiveness
- Assertiveness skills
- Building and maintaining relationships
- Managing stress
- Diversity
- Managing difficult conversations / conflict

### Qualifications, training and professional memberships

Sara's qualifications include: MBTI step 1 Practitioner, Certified Lominger Leadership Architect (model for competency based HR processes), Associate Member CIPD, BA Hons 2:1 Business Studies

*Sara is based in Gloucestershire and works in London, across the south and the Midlands.*