



**Sandra L Drought**

### **Experience/Background**

Sandra is a flexible, creative, results-oriented leader who often serves as a catalyst for companies and executives involved in organizational changes such as mergers, divestitures, accelerated growth or new strategy implementation. She helps enhance the leadership skills and core operational excellence of her clients by providing them and their teams with essential and practical knowledge to drive and sustain increased personal and professional performance through all business cycles.

Her many years in business are distinguished by significant accomplishments in a wide range of senior line and staff positions, and she has demonstrated success in effectively managing increasingly complex business challenges by sticking to her fundamental philosophy that organizations succeed *only* by first focusing on selecting the right people and then effectively developing and engaging them. She has served as coach and advisor to CEOs and other top executives for the past 10 years. Sandra specializes in leadership development and education, 360 feedback creation and implementation, organizational and personal transition, culture change and employee communication. Her personal style blends high energy, humor and a direct and practical approach.

### **Clients**

Budget, Comcast, Johnson & Johnson, AT & T Wireless Services, BankBoston, Checkpoint Systems, Council Travel, Compaq Computer, Cigna Retirement & Investment Services, The Associates Bancorp, Inc., Guaranty Federal Bank, Sun Microsystems, EDS, Quaker, Hasbro, The Bank of New York, Intel, Warner Lambert, Pfizer, State Street, Xerox, Wells Fargo, St. Jude Medical, Middlesex Savings Bank and KPMG LLP, where she served as a coach and advisor to the mergers and acquisitions practice and as part of an executive coaching program for the firm's top 100 leaders.

### **Education**

Sandra earned an MBA in Marketing and Organizational Management from the University of Detroit, and a BA in Communications from Wayne State University. She is currently enrolled in Suffolk University's post-graduate program in Organizational Development and is certified in a number of assessment instruments and coaching tools plus a variety of change management, merger integration and conflict resolution programs. She provides pro-bono coaching and facilitation to a number of non-profit organizations and canine therapy services through her dog Tyler to a number of nursing homes and hospitals in the Boston area.