

## Sandy Henderson CEC, CTPC, ACC, BSc

### Ontario



A seasoned transformative consultant and strategy influencer with a passion for public sector work and a personal commitment to continuous improvement

Sandy brings a keen focus to helping her clients streamline operations, re-align people and position their leaders and teams to better deliver upon key business priorities. Her big-picture perspective is founded on extensive experience within Human Resources, Finance and Controllershship, Corporate and Strategic Policy, Program Management, and Operations.

#### BUSINESS EXPERIENCE

With 25 years of service in leadership roles in eight ministries of the Ontario Public Service, Sandy has designed, developed and implemented a range of enterprise and program-level business improvement programs. As a certified Executive and Team Performance Coach, she champions leadership development as pivotal to every organization's ongoing success. Her portfolio includes pioneering a government-wide consortium of certified internal coaches; leading organizational reviews and implementing redesign strategies; directing business improvement projects using Lean Six Sigma methodology; developing evaluation and performance measurement frameworks; and orchestrating large-scale change management initiatives, always with a strong focus on implementable solutions that support strategic priorities.

#### PROFESSIONAL EXPERTISE AND SERVICES

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|--------------------------------|---------------------|
| Organizational Review & Design | Change Management   |
| Strategy Development           | Leadership Coaching |
| Program Review and Evaluation  | Team Coaching       |

#### EDUCATION & CERTIFICATIONS

Executive Management & Public Sector Leadership Certificates, Queen's University  
 Certification in Executive Coaching (CEC), Royal Roads University  
 Certification in Team Performance Coaching (CTPC), Team Coaching International  
 Associate Membership (ACC), International Coach Federation  
 Certificate in Organizational Development, Queen's University  
 Governance for Not-For-Profit Boards, Rotman School of Business, U of T  
 MA coursework, Measurement and Evaluation, OISE, U of T  
 BSC (OT), School of Rehabilitation Medicine, University of Western Ontario

*Sandy is the Recipient of the 2019 Prism award granted by the International Coach Federation, Toronto Chapter, in recognition of coaching excellence.*