

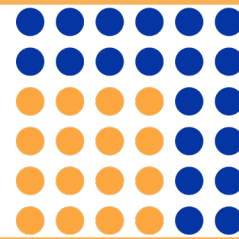
MEET SARAH A. SCALA



Sarah Scala is a sought after speaker supporting unique needs and issues within the LGBTQ+ community. She is an expert on maximizing

performance through optimism, resilience and grit, and building emotional intelligence for individuals and organizations. Sarah holds a Master's degree in Organization Development & Adult Education and is an ICF Certified Executive Coach (ACC). Sarah lives with her partner in Boston, MA.

**AVAILABLE FOR:
KEYNOTES
WORKSHOPS AND SEMINARS
EXECUTIVE ENGAGEMENTS**



**SARAH
SCALA
CONSULTING**

WHAT TO EXPECT

Sarah's high-energy, engaging, and dynamic keynotes and workshops are designed to promote active participation and inclusion with diverse audiences. Having spoken to groups of varying sizes across all career levels for the last 20+ years, she ensures a proper understanding of your goals and the demographics of your audience.

Sarah injects energy and candor into your conferences, association meetings, and events, while promoting openness and inclusion.

RECENT CLIENTS

Massachusetts Institute of Technology	Stonyfield Farm	Harvard University
Cartera Commerce (a Rakuten Company)	Tufts Medical Center	Out & Equal Workplace Summit
King Arthur Baking Company	Kohls	The YMCA
Cape Cod & Islands Assoc. of Realtors	New York Life	Orstead
Visiting Nurse and Hospice for VT and NH	Equilibrium Brewery	Medline Industries
Resource Systems Group (RSG)	Simon Pearce	Entergy
Greater Nashua Mental Health Center	Mindedge Learning	Ocean Spray Cranberries

WHAT PEOPLE ARE SAYING

“#Kudos I really appreciate all that you do. #ThankYou to Sarah Scala for facilitating an informative workshop on LGBTQ + and Emotional Intelligence at Work as part of Ocean Spray’s June Pride Festival. Given that our organization is in the midst of a Return to Office campaign, this topic could not be more relevant for both leaders and team members alike as they prepare to come back to our headquarters. Thank you again Sarah for sharing your research, your knowledge and the gift of your time with us! Stay in touch!!!”

- BRIAN SHEA, SENIOR PROGRAM LEADER -
TALENT MANAGEMENT AT OCEAN SPRAY CRANBERRIES

“Sarah’s expertise in leadership development, coaching and change management, combined with her authentic and open sharing and storytelling makes her an amazing speaker and partner. Experience, honesty and candor, and authenticity made Sarah’s engagement in our LGBTQ work an incredible asset.”

- GUILLERMO GUTIERREZ - DIRECTOR
OF DIVERSITY AND INCLUSION -
MEDLINE INDUSTRIES

“Sarah skillfully pivots on a dime! Our ATD Chapter was excited to have Sarah speak about Mentoring, but then we were faced with the COVID-19 crisis, it made all of us Stop-Drop&Roll--or in this case Stop and Go Virtual! We found out less than one week before her presentation. When I asked Sarah if she’d be comfortable with that change, she said, “Sure.” Cool as a cucumber! AND her presentation was GREAT! She was comfortable with the medium, managed the room, kept participants engaged, and provided us with a terrific workshop!”

- DAWN WALKER-ELDERS
ADULT LEARNING MANAGER, GIRL SCOUTS OF MAINE

SPEAKING TOPICS

Customizable to meet your needs

Building LGBTQ+ Performance with Optimism, Resilience, and Grit

This interactive workshop focuses on keeping one’s self strong through optimism, resilience, and grit. Through group and partner discussions, we will explore ways to strengthen or teach others optimism, resilience, and grit. You will learn how to strengthen and develop Optimism. We will also explore ways to build Resilience as a competency to overcome change and challenges. The workshop will end with ways to strengthen GRIT as a competency that differentiates exceptional performers from good performers, which impacts business results.

Emotional Intelligence for your LGBTQ+ Work Life

Emotional Intelligence (EI) is defined as “a set of emotional and social skills that influence the way we perceive and express ourselves, develop and maintain social relationships, cope with challenges, and use emotional information in an effective and meaningful way.” Participants will learn to recognize and understand emotions in others and themselves, and will use this awareness to manage behavior and build positive relationships.

SPEAKING TOPICS



Psychological Safety at Work

A psychologically safe work environment promotes openness and sharing of new ideas to solve problems and overcome challenges, especially for LGBTQ+ employees. This workshop offers tips, guidance, and experiential practice to support organizational innovation and creativity. When it does not feel safe at work, employees are less comfortable with taking risks and trying new things due to a fear of failure. New learning and success come from mistakes and risk taking. Psychological safety is not a perk, but is essential to high performance today with great levels of volatility, uncertainty, complexity, and ambiguity (VUCA). Psychological safety is required for organizations to evolve and requires high cultural humility.

Developing Your Organization to Support LGBTQ+ Inclusion Using the World Café Model

World Café is a facilitation process that rapidly gathers the collective experience and knowledge of participants. The workshop will open with a creative exercise. Participants will then work in small discussion groups concentrating on topics such as: inclusion, managing change, building executive effectiveness, executing for results, building self awareness, and thinking and acting globally. The workshop will close with small groups sharing their ideas with the large group. Topics can be selected based on your choice.

People Side of Change: Organizational Transition Through Inclusion and Belonging

When businesses are planning change, often the focus is on the financial and logistical details. Obviously, these are important factors. However, when businesses do not think through the emotional impact on their employees and leaders, the process is often more difficult and less successful. Executives and Leaders can take a people approach to change by building their skills in Optimism, Resilience, Grit, and a Growth Mindset. Supporting the emotional psychology of change is as important as the financial, strategic, and logistical details, because you need strong employees and leaders to execute your business plan.

Resolving Conflicts at Work

In this interactive workshop, we will discuss and share real life challenges, conflict resolution styles, and best approaches to resolve issues at work. Using the Thomas Kilmann Conflict model, we will explore approaches to make your workplace more inclusive.