

SARAH TENNYSON

Profile

Sarah is an organizational psychologist with over 15 years of professional services experience consulting to organizations worldwide, including top tier banks, law firms, insurance companies, rating agencies, advertising, media, technology and non-profits.

Sarah has delivered coaching and workshops to over 20,000 individuals in more than 20 countries. She has extensive experience in the management and implementation of large-scale talent development programs including leading teams of associate coaches and consultants serving multiple clients. Sarah brings the benefits of this experience to the end-to end management of external coaching services.

Leveraging her organizational psychology background, Sarah supports clients with change management, organizational design, leadership development and strategy. As a coach, Sarah delivers individual executive, group and team coaching with a pragmatic and solution-focused approach, utilizing tools and methods based on real-world experience combined with the best available research from various disciplines.

Sarah has worked with teams at all stages of formation helping them through organizational change and transformation, working across different cultures, time-zones and functions. Her coaching has enabled teams to establish effective team operating processes, improve communication, reach higher levels of team performance, develop healthier team dynamics, increase trust, and create clear strategies and accountabilities. She helps leaders to transition into more senior executive roles, make behavioral changes, improve relationships, increase influence, and develop strategies for self-organization, project and team leadership

A formally trained coach supervisor, Sarah provides individual and group supervision for internal and external coaches. She was an early adopter of coaching supervision in the U.S. and has published research on this topic.

Background

Prior to CEC Global, Sarah was Global Head of Professional Skills at Moody's Analytics Learning Solutions, where she led a global team of consultants providing leadership, management and early career programs, professional skills training and culture change initiatives to Moody's external clients. Sarah began her career with a UK-based firm specializing in blending technical financial training with interpersonal skills development for corporate and investment banks and other financial institutions worldwide.



Expertise

- Large-scale Program Management
- Management of end-to-end coaching services
- Executive & Leadership Coaching
- Leadership, Talent & Organizational Development
- Systemic Team Coaching
- Facilitation & Process Consultancy
- Coaching Supervision
- Leader-Coach Training
- Psychometric Assessments

Professional Affiliations & Positions

- Co-Chair, Association for Coaching, East Coast USA
- Strategic Advisor and Ambassador for the Association of Coaching Supervisors
- Member - METRO Association for Applied Psychology, New York
- Strategic Alliance Partner, Lumina Learning

Representative Coaching Engagements

- Coached the CEO of a U.S. wealth management firm to transition into his new role, transform the culture and turn the business around.
- Coached Associate General Counsel of a top-tier global investment bank to change behavior and communication style and develop more productive working relationships, resulting in a promotion.
- Coached a VP of strategy for major US media company to develop her leadership identity, create a stronger network and increase influence among stakeholders, resulting in a promotion to a more senior role with expanded responsibilities.
- Transition coaching for a recently-promoted Managing Director of product development in a U.S. insurance company through managing managers for the first time.
- Remote coaching for a Head of Distribution for a global asset management firm following her promotion around developing increased confidence and cross-cultural leadership capability, leading to increased motivation and engagement in her diverse team.
- Transition coaching for a senior leader within global digital marketing agency to prepare for C-level role.
- Systemic team coaching for a sales team to create alignment, clarity, operational processes, establish trust and improve overall performance and engagement.

Client Testimonials

“Sarah does not only possess the subject matter expertise, professionalism and personality to work with large and small audiences but the unique gift to make people not only hear what she says but to listen.”

— *Dr Christian Thun, CEO, European Datawarehouse*

“Sarah has taught us that if we want things to change, we have to change the way we look at them. She provides a different perspective that has helped me and my team achieve confidence, develop our leadership edge, evolve our strategy and switch our focus from the big picture to the details at the right moments. Sarah gets inside our business to understand it and helps us get to where we want to be, instead of bringing recycled ideas from other organizations.”

- *Michael Kane, CEO, Empire Wealth Strategies*

Education & Qualifications

- Advanced Professional Program in Coaching Supervision (Oxford Brookes University)
- MSc. Organizational Psychology (University of Hertfordshire)
- BSc. (Hons) Psychology (Open University)

Certificates/ Accreditations

- Lumina Spark, Team, Sales, Leader, Leader 360
- International Systemic Team Coach Certificate (Academy of Executive Coaching)
- Team Connect 360 (Academy of Executive Coaching)
- Psychological Test Use Certificate (British Psychological society)
- NEO-PI Certified User (Hogrefe)
- MBTI
- Insights Discovery
- DiSC