



Polly Goddard, CPC, ACC

Sandbar Coaching & Consulting

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Gestalt-certified Professional Development Coach & Consultant focusing on the growth and engagement of leaders, managers, teams and individual contributors.

Highly effective leaders and managers are skilled at setting expectations, holding accountability, and investing in their teams by actively giving clear, timely, and actionable feedback while developing their own skills and awareness about their leadership style and presence.

With over 20 years of experience using coaching principles in her leadership and management practice, Polly has honed her skills in engaging leaders, managers and teams in a professional development process that drives forward momentum.

Polly's ability to connect with employees at all levels - from individual contributors to CEOs - creates space for them to identify opportunities and/or challenges and address them to increase awareness, enhance outcomes, and engage in development toward improved performance and greater overall satisfaction. Her training in Gestalt coaching has reinforced her leadership, management, and communication skills. Polly works with groups, teams, and individual contributors to reach their fullest potential.

Polly's Impact on Management Landscapes...

- ◆ Re-vamped recruiting, hiring, and training practices to attract more qualified, appropriate, mission-focused applicants and retain them. Engaged employees in the mindset of "more than just a job" to develop skills that would benefit their short and long-term goals.
- ◆ Developed a remote coaching team from eight members to over 120 members by designing and facilitating training programs, workshops, and retreats.
- ◆ Created a management structure and culture while growing 12 new managers into seasoned professional leaders by incorporating a "manage like a coach" philosophy. The program experienced no turnover of the management team in four years and was an exemplar team.
- ◆ Addressed a consistent trend of annual turnover that is common in seasonally-focused operations allowing the program to undertake the next phase of major growth. Scaled the program from 10 year-round employees to 26 through a sustainable growth model while more than tripling the number of clients served.

"Polly is a talented facilitator of leadership and development training- consistently inspiring excellence from those around her. She is detail-oriented while also remaining strategic within the organization to ensure consistent alignment of efforts."

- Tess Diver, Assistant Director. -
Southern New Hampshire University

"Polly is a leader that hits the ball out of the park each time she steps up to the plate... and makes it look so easy! She succeeds because she knows how to recruit, train, and develop professionals at every level. Employees love her as she is smart, clear, fair, and knows her stuff. She knows how to balance holding accountability while creating a thoroughly enjoyable work environment. Most importantly Polly is a principled professional who leads from a set of personal values and this sets her apart in an important and dynamic way. She is truly an extraordinary professional which any organization would be smart to have on their team."

- Thomas Hark, President - Civilian
Conservation Corps, USA

"Polly is an experienced, dedicated, and passionate leader and builder of teams. At College for America, she worked tirelessly to build a coaching model that successfully helped working adults gain confidence and skills in a new higher ed model. Her programs helped the team leads and coaches develop their own capabilities and strengths so they could relate to and connect with students."

- Kris Clerkin, VOLTA Learning Group



GISC Certified Coach



Member:

International Coach Federation
Cape Cod Human Resources Assn.
Cape Cod Women's Association
Cape Cod Young Professionals