

Coach Profile

Sandy Weiner



Nationality: American

Residence: Berlin area for the last 10 years

Languages: English

Areas of expertise:

Executive & leadership coaching
Mergers & Acquisitions
Re-engineering
Creating holistic solutions based
her client's personal and
corporate core missions

Corporate and Management Experience

Sandy is co-founder of 1-Focus International. She is uniquely qualified as a coach, manager, and facilitator of human resources solutions which lead to real, sustainable business success. She brings both a business and trained psychologist's perspective, gained in over two decades of successful experience in teaching, coaching, and management. She has held leading positions in human resources and sales & marketing, and has served as CEO of her own executive search and re-engineering consulting company. These give her a rich background in understanding complex business issues and problem solving, and motivating others in finding solutions.

Academic Qualifications

Masters of Education, Special Education/Learning Disabilities
Bachelor of Arts, English/Psychology

Training

Workshops in Large Group Conference techniques: Open Space, Appreciative Inquiry, Future Search
Certification, Gestalt Institute Cleveland, International Organizational Development Systemics Program (focus on Systems, coaching and Cultural Awareness)
Gestalt Practitioner's Training, Hartford Family Institute, Hartford, CT
Managing Change (Sept. 1997) Dingle Peninsula Ireland
Various Assessments including: MBTI, DISC, HOGAN Assessments

Coaching Education and Certification

Master Certified Coach (ICF)
Career Management Fellow (IBCMC)

Education

HOGAN Assessments training Certification, Nurnberg, Germany: **Hogan Personality Inventory; Hogan Development Survey; Motives, Values, Preferences Inventory**
 ICF Conferences
 Open Space (Harrison Owen) Vienna, Austria (Oct. 2000)
 Appreciative Inquiry (Jim Lord) Case Western University Cleveland, Ohio (Sept. 2000)
 Future Search (Marvin Weisbord and Sandra Janoff) Potsdam, Germany (Sept. 1999)
 Gestalt Organizational Systems Development Conference (May 1998) Cleveland, Ohio
 Open Space (Sept. 1998) Istanbul, Turkey
 Managing Change (Sept. 1997) Dingle Peninsula Ireland
 Gestalt Institute Cleveland International Organizational Development Program (focus on Systems and Cultural Awareness) (1994-1996) Certification Completed (various locations internationally)
 A Gestalt Approach to Organization and Systems Development (Sept. 1994) Paris, France
 Hartford Family Institute, Gestalt Practitioner's Training (1992 - 1993) Hartford, CT
 NLP, Imperative Self Analyst Practitioner's Training and Certification (1990-1992) Westbrook, CT
 Getting to Yes, Negotiating Skills (1986) Boston, MA
 M.Ed., Learning Disabilities, Westfield State College, Westfield, MA (1981)
 M.A./B.A., Remedial Reading, Florida State University, Tallahassee, FL (6 credits shy completion) (1978-1980)
 B.A., English/Psychology, University of Massachusetts, Amherst, MA (1977)
 A.S./A.A., Miami-Dade Community College, Miami, FL (1974)
 Robert Fritz's Dimensions in Creativity (DMA) Goal Setting, Stress Management, Visioning and Spiritual Alignment, Trainer Certification (1985)

Professional Affiliations

ICF (International Coach Federation), Master Certified Coach and member the coach certification team (2000 to present)
Management Center of Europe, Staff Member as an Executive Coach (2004)
European Coaching Institute, Master Certified Coach, appointed to the board as head of membership and benefits 2004
American-German Chamber of Commerce member 1999 to present
German American Business Club-Berlin Vice President 1996 to 2006
Eastern European Organization Development Network, founding member 1995 – 2000
Organization Development Institute, Consulting Member 1996 - present
International Outplacement Institute, Fellow/ Member 1995-present
Future Search Network, Member 2000- present
CT Association of Personnel Consultants and IAOP 1983-1996
International Association for Outplacement Professionals 1992-present
CT Human Resource Professionals Support Group, Founding member, speaker and coordinator 1992-1995
CT Monthly Re-Employment Workshops (CREW), Board and Faculty Member 1992-1995
CT Prison Association, Board Member (Education Program Oversight) 1993-1995
Organizational Development Network (ODN), Member 1992-1997
Eastern CT Human Resource Network, Coordinator 1992-1993
The Society of Young American Professionals 1992-1995
Who's Who Among Young American Professionals and Who's Who Internationally. Association for Systems Management, Hartford/Springfield Chapter 1981-1992:
 Board of Directors: Director/Assistant Director of Programs, Membership and Communications; Treasurer.

Founder and concept creator of the annual seminar: Data Processing, How to Get In (for entry level applicants) and The annual Job Fair co-sponsored with the University of Hartford for entry level applicants (1981 - 1990).

Data Processing Management Association, Hartford Chapter 1985-1992:

Board of Directors and American Business Equipment and Computer Show (AMBEC) Chairperson.

Hartford Area Trainers 1984-1991

Honors

Beyond being listed in numerous Who's Who in Germany, Internationally, in Human Resources, in Sales and Marketing over the years, the Town of Stahnsdorf has honored me a plaque with the story of our future search in the town hall, the CT Prison Association, as well other associations boards I have sat on with their thanks for my board contributions, the County of Dade, Florida for the creation of the run away hotline; Phi Theta Kappa membership; and others, that reflect my interest and concern for community, as well as individual, development and growth.

Articles and Publications

Numerous articles published by the Management Center of Europe, a regular column for www.goinglobal.com various national and international management and human interest magazines. Two train the trainer training manuals in their final editing stages.

Coaching Approach

The main focus of Sandy's work is to uncover her client's personal and corporate core missions (what motivates them); clarify where they want to go (shared vision); support them in reaching their goals fluently in a sustainable way (strategy); and building personal and team spirit. This holistic process helps bring clarity to the whole person or organization and build energy and focus that enable her clients to reach new heights, feel deep satisfaction in their work and continuously renew the organization. This, to Sandy, is a central drive in life: to be in alignment with one's core self and in tune with those around them. Sandy brings a background of over 20 years of experience in coaching and consultant supervision as well as process design into her coaching conversations.

Other Activities

Author of *7 Steps to Creating Sustainable Businesses: A Train the Trainer Guide*

Co-author of *The Motivation Training Manual*

Created and initiated the process that brought the town of Stahnsdorf, Germany out of bankruptcy and further enabled to support rapid expansion.

Regular contributor of articles to www.goinglobal.com & The Management Center of Europe

Created the Career Fair concept and designed one of the first long-range retraining programs in lieu of corporate layoffs in the 80's.