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SANDRA NETTLES-LECHEBO, MS, CEAP

CHIEF OPERATING OFFICER • SR. CONSULTANT

Organizational Development ~ Leadership Coach ~ Talent / Human Asset Management ~ Large Scale Change

Consummate senior executive, change agent and entrepreneur. Acknowledged for groundbreaking efforts in driving large-scale cultural change that builds organizational effectiveness and propels revenue growth. Prolific researcher/writer, award-winning platform speaker, and expert facilitator; considered a visionary in large-scale post-merger integrations, human capital management, executive training and development, and corporate consulting. Career reflects success in corporate world, academia, human service, entrepreneurship and consulting with “Big 5” firm. Willing to travel and relocate.

Strategic Planning Executive Development Corporate Development Organizational Change Counseling & Coaching Conducting Interviews Budget Preparation and Fiscal Management	Professional Strengths: Employee Relations Entrepreneurial Leadership Business Process Reengineering Workshop/Seminar Design & Facilitation Program Planning & Evaluation Developing & Implementing Best Practices Developing and Maintaining Customer Relations	Proposal Writing Consultancy Development Project Management Critical Incident Management Writing Policies & Procedures Restructuring Departments Developing Training Needs Assessment Instruments
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EDUCATION

Master of Education, State University College at Brockport – Brockport, New York
Emphasis: Counselor Education

Bachelor of Science, Fort Valley State College – Fort Valley, Georgia
Emphasis: Sociology and Social Work

Certified Employee Assistance Professional (CEAP)

OTHER COURSE WORK

Sign Language, Business Organization/Management, Personnel Administration, Monroe Community College
Human Resource Management Certificate, Saint John Fisher College

BENCHMARKS & MILESTONES

ENTREPRENEURSHIP/PRACTICE BUILDING

CHIEF OPERATING OFFICER – SN-L Consulting, Rochester, New York.....1992 – Present

- Propelled complete establishment of consulting practice: Successfully developed and implemented 3-year business and marketing plans and financial projections. Specialize in strategic human capital management consulting, critical incident management, performance coaching for managers and supervisors, staff development and training and marketing and proposal development for employee assistance programming. Life Management Coach.
- Wrote business proposal and received start-up business loan.
- Developed, marketed and implemented training for area businesses and organizations.
- Developed a training needs assessment instrument.
- Consistently receive excellent feedback on facilitation style, presence, and delivery.

CAREER TRACK

BADEN STREET SETTLEMENT OF ROCHESTER, INC.- Rochester, NY

Contract Human Resource Professional2010-Present
 ▪ Provide Various Human Resource Support Services.

HR WORKS – Rochester, NY

Contract Trainer (Per Diem).....2010-Present
 ▪ Design, Develop, Customize and Deliver Training Programs.

LDA LIFE AND LEARNING SERVICES, INC. – Rochester, New York

Deputy Director of Organizational Performance (Promotion - P/T).....2007 – 2009

Staff Development & Training (P/T).....2005 – 2007

Selected Highlights:

- Provide the impetus, vision and leadership for the development of agency's 2008 – 2010 Human Resources Strategic Plan.
- Developed Performance Management and Grievance Policies and Procedures.
- Champion of Researching and Implementing Branding for agency.
- Lead Agent in formalizing agency Employee Recognition Program.
- Developed agency's Workforce Development Plan.
- Developed and implemented the agency staff development and training initiative.
- Wrote training policies and procedures manual for both leadership and employee levels.

BALANCING LIFE'S ISSUES – Ossining, New York

Contract Trainer (Per Diem).....2004 – Present
 ▪ Source trainers for Ceridian Services, Aetna, Work/Life and, NYS Employee Assistance Program.

ROCHESTER INSTITUTE OF TECHNOLOGY – Rochester, New York

Instructor, Teams and Team Development (P/T).....2000 – 2003

THE HEALTH ASSOCIATION (Now DePaul) – Rochester, New York

Director, Employee Assistance Program (Promotion).....1999 – 2003

Assistant Director, Marketing & Training.....1995 – 1999

Selected Highlights:

- Realized 45% Year-end budget surpluses during tenure.
- 20% increase in number of companies served; 40% increase in training revenue as EAP Director. Developed new training curriculum & increased training revenue over 30% as Marketing & Training Director.
- Increased overall new EAP contracts by over 35% totaling over 9000 new employees as Marketing Director.
- Initiated a formal customer service component to program. Completed policy and procedures manual.
- Upgraded and fine tuned affiliate provider arrangements.
- Restructured department; Created new position of operations manager.
- Integrated a computerized scheduling system and web page.
- Nominated and selected by peers to receive the EAP Excellence Award 1997.
- Certified Employee Assistance Professional June 1997. Executive Director Special Recognition Award 1997.

MONROE COMMUNITY COLLEGE – Rochester, New York

Director, Liberty Partnership Program.....1989 – 1992

Selected Highlights:

- Successfully implemented and managed operations of consortium consisting of eight area colleges, community based organizations, businesses and the Rochester City District.
- Co-authored a Tutor and Mentoring Training Manual and coordinated the trainings for the consortium.
- Created program database; developed and implemented a program evaluation and accountability system.

OTHER WORK EXPERIENCE

Director of Counseling, Threshold, Inc. Rochester, New York

Director of Human Resources, YWCA, Rochester, New York