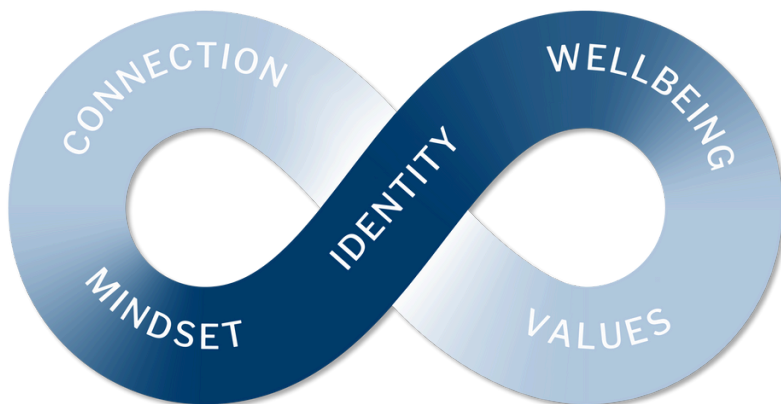


SARAH  MANN

Services Guide

Leadership development solutions that help your people ditch the doubt, trust their instincts, and lead with confidence.

The Leadership Fluency Framework™



The foundation that makes everything else work

Most leadership training addresses what leaders do - skills and competencies. We focus on who they are as individuals and how they want to show up in the world. Because to lead at the next level, you need to know yourself at a deeper one.

Your leaders might be struggling with imposter syndrome, making decisions, then second-guessing themselves, or avoiding crucial conversations that impact productivity. These common challenges (and others) aren't skill gaps, they're Leadership Fluency™ gaps.

The Leadership Fluency Framework™ builds the inner infrastructure that enables sustainable leadership. When leaders operate from a place of clarity in who they are, they show up with presence, make decisions with confidence, and navigate complexity without losing their footing.

Five dimensions of Leadership Fluency™:

Identity - Leaders are clear on who they want to be, and align their actions to match it.

Mindset - Self-aware leaders manage their internal dialogue and make conscious decisions about how they respond to people and situations.

Connection - We live in a relationship economy and influential leaders understand that relationships drive results.

Values - When personal values guide professional decisions, leaders operate with consistency and integrity even under pressure.

Wellbeing - Leaders who manage their mental, physical, emotional, spiritual, and financial wellbeing, model healthy behaviors for others and maintain the stamina required for long-term success.



Executive Coaching

For seasoned leaders who need space to think and recalibrate

Your executives face decisions that don't have clear precedents. They navigate organizational politics while driving results. Most don't have anyone they can think out loud with about the challenges that keep them up at night.

Executive coaching provides that confidential space and offers the opportunity to process and strategize. Using the Leadership Fluency Framework™, we address immediate needs and create a plan that supports sustainable leadership practices.

Team Development & Alignment

When your high-performing teams are spinning their wheels

Your best teams are mentally tapped out and physically exhausted. They're talented, and committed, yet stuck in patterns that drain energy without moving work forward.

These teams don't need skills training. They need to understand why their individual brilliance isn't translating into collective impact. Using the Leadership Fluency Framework™ and Prism Portrait assessments, we reveal the hidden dynamics that either accelerate or sabotage team performance and strategize around them.

Impact Lab: Coaching Skills for Leaders

When your leaders need a better way to develop their people

Your leaders are drowning in competing demands. They default to giving advice because asking questions takes time they don't feel they have. The result: team members who wait for direction instead of thinking strategically.

This program develops coaching skills rooted in International Coaching Federation core competencies and neuroscience research. When leaders learn to ask better questions, they reduce their own workload while increasing team capability and engagement.



Leadership Development Network

When your organization needs additional coaching capacity with the same commitment to results

Through our Leadership Development Network, we extend coaching capacity while maintaining consistent quality and strategic oversight. All network coaches are ICF-credentialed professionals who share our philosophy that sustainable leadership development works from the inside out. This means you can scale support across more leaders or deploy programs faster without the inconsistency that comes from working with multiple independent coaches who each bring their own approach. You get one partner managing the entire engagement, from matching coaches to leaders through program completion.

Cohort-Based Learning & Development

When you want your high-potential leaders to advance *and* stay

Your high-potential leaders are leaving — or they're staying but running on fumes. Not because they can't do the job, but because they're wearing themselves out trying to lead in systems that don't actually support how they lead. They're burning energy overthinking, overcompensating, and second-guessing themselves into the ground.

Our cohort-based programs give leaders the space and structure to build the internal foundation that makes leadership sustainable. They build the confidence and clarity to show up consistently, communicate without the spin, and lead in a way that's sustainable for them and the business.

Two ways to do it: the Leadership Fluency™ Accelerator or a custom group program built around your culture and timeline.

Ready to strengthen your leadership capacity?



Sarah Mann

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Client Testimonials

“Sarah helped me find the perspective I needed to understand what was important to me in my professional life. While I felt that a complete change was the only path to fulfillment, she challenged me to articulate the criteria that mattered most. Working with her gave me the tools and focus I needed to reconcile those responsibilities and challenges that inspired and motivated me with the ones that did not, resulting in a renewed appreciation and approach to my career.” - Senior Vice President, Marketing

“I feel as though I had an awakening. Before coaching, my executive voice was weak. I came across as lacking confidence, and I was spending time on activities that didn't support my goals. Working with Sarah, my communication is now concise and confident. Sarah made me feel at ease to reflect on and improve my most inner self and gave me tools and strategies to handle specific challenges. The executive team has seen a significant improvement in how I operate as a leader. I am happier professionally and personally, and I received a promotion.” - Vice President, Product Development

“I'd never thought of myself as having a self-confidence problem. I thought I had a voice problem—I couldn't speak up when it mattered, especially when pitching new or different ideas at work. Working with Sarah helped me realize I wasn't speaking up because my self-confidence was easily shaken. Whenever I'd have a choice between speaking up and keeping myself small, I'd almost always pick staying small and unobserved over speaking up and being seen. With Sarah's thoughtful and sensitive coaching, I've learned to recognize the knee-jerk reaction to minimize myself. Better yet, I've learned a new neural pathway, one that lets me be who I know I can be and take up the space to be seen for that person. It's incredibly liberating to let myself be that new person, and it's helping me make a more sustained and meaningful impact in my work.” - Head of People Analytics

“Working with Sarah was fantastic and uncomfortable. She challenged me to understand my values, life priorities and ensure all my actions reflect my true self. The development of greater self-awareness has allowed me to change my approach, show up as my best self and most importantly, identify obstacles that I was previously unaware of. Coaching sessions with Sarah helped me focus on my goals, develop strategies to step out of my comfort zone, improve relationships and accountability in both my professional and personal life.” - Vice President, Technology

“My biggest takeaway was in really understanding my value both in terms of my role, and my contribution as an individual. This helped me tremendously when I was in an environment that was eroding my self-confidence.” - CHRO

“The most powerful thing for me was to learn and understand my own worth, and the importance of prioritizing my personal values and mental health as key factors in a successful and satisfying career.” - Head of HR

“Since I began working with Sarah, my confidence is back, my executive presence has increased, my communication is more succinct, and I am more effective, especially when interacting with senior leadership. Coaching has enabled me to see situations from different perspectives, and I take better care of myself which puts my head in a better place for work. As a result of my growth, I was promoted into a new position that I love, and one that creates additional revenue for the business.” - Senior Vice President, Digital Marketing

“Given my role, I don’t have anyone I can talk things through with. Having this group gave me a safe and confidential sounding board, and I take them with me every day.” -Vice President, HR

“I had the privilege of joining Sarah’s Leadership Fluency Accelerator Program. This program has been a truly transformative experience. Sarah’s expertise as a coach, combined with the collective insights of a cohort of accomplished, professional women, creates an unparalleled environment for growth.

Sarah provides an exceptional framework for meaningful discussions, skill-building, and problem-solving, while fostering a safe space for open dialogue and collaborative learning. The program goes beyond teaching leadership skills—it empowers women to lead with authenticity, confidence, and impact. - Head of HR

“My coaching experience with Sarah was nothing short of exceptional. As a coach, she focused my abilities as a leader to develop a deeper sense of responsibility and ownership for the evolution and growth of my team. She utilized tools that helped reveal the root and passion of my thinking, my own coaching approaches, leadership style and desire to not only grow professionally as a leader but also personally. As a person, Sarah's style brought out the best in my character – making every session comfortable yet challenging, pushing me to think and act as a leader with a higher level of confidence, empathy and purpose.” - Sales Director