

TRACY SAUNDERS

Organizational Consultant and Executive Coach

It's hard to miss how much Tracy Saunders genuinely enjoys her role as an organizational development consultant. There's the energy she brings to each project, of course. But, more than that, it's the way she can simultaneously support and challenge her clients, fearlessly pursuing issues that have gone undetected—or at least unmentioned. For the past 25 years, Tracy has worked with startups, small businesses and Fortune 50 firms, and is highly-regarded for helping companies and individuals access new potential, improve their performance and achieve desired results.

Tracy's strengths lie in executive coaching and leadership development; leading strategic organizational change; building high performance within and across teams; facilitating small and large group interventions; and conducting learning laboratories. Her strong business acumen and intimate knowledge of organizational dynamics provide clients with satisfying, sustainable and profitable business results. Examples stem from getting an entire division to rethink strategic planning and organizational change to capture more business, reduce redundancies, strengthen customer-facing competencies and improve risk management -- to helping create a radically different culture fostering collaboration, creativity, ownership, and fun as part of a 3-year, \$500M technology systems change.

Although she's equally comfortable with every level of an organizational system, Tracy never loses sight of the fact that individuals are at the heart of all change. She is just as likely to be found helping a manager evaluate the way team interaction at his previous position shaped his future expectations, as coaching a Senior VP in a newly-created division come to terms with thousands of employees and all the different mental models, methods, styles and cultures they embody. In short, Tracy never underestimates the impact of organization on individuals -- or the potential for any individual to transform an entire organization.

Tracy's interest in how people and organizational systems work together led to a Master's in Human Resources from George Mason University and post-graduate training in organizational development at Columbia University. Later, she worked extensively with broad organizational systems, groups, and individuals at the Gestalt Institute of Cleveland and the Gestalt International Study Center in Cape Cod, MA. She is qualified to administer Hay's Emotional Competency Inventory (ECI), the Cultural Orientations Indicator®, FIRO-B and the Myers Briggs Type Indicator™. She is also certified in a range of change management programs.

Tracy owns Tracy Shanahan Saunders & Associates, LLC, an organizational consulting firm in Virginia. Tracy and her business partner Ann Carr share the Intruequest way of providing customized transformational services to their clients. Tracy is excited about Intruequest's expanding success and the two principal's continued dedication to helping people and companies navigate rapidly shifting environments, build alignment across complex organizational systems and repeatedly re-invent themselves in response to ever-changing business needs.

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