

Sara D. Blewett, MSOD

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SUMMARY

As an Organization and Cultural Leadership Consultant, I help organizations navigate transitions and meet business objectives through people and culture-centered initiatives. My expertise is in leveraging my experience to bridge differences to create cultures of innovation and belonging.

- Full cycle consulting services, from current state discovery sessions with critical stakeholders, gap assessments and design, propose and implement new or revised processes.
- Proven ability to put vision into alignment and build collaborative and trusted relationships with team members, clients, partners, and stakeholders across all levels.
- Experience leading and facilitating sessions with stakeholders across all levels of an organization.
- Strong business acumen with solid ability to lead people and projects, meet deadlines, achieve results, and have fun.
- Gallup Top Strengths: Activator, Arranger, Communication, Individualism, Empathy, Positivity.

PROFESSIONAL EXPERIENCE

The COMMIT FOUNDATION, a Veteran Service Organization

OCT 2019-AUG 2021

Director of Corporate Education Programs

- **Lead Program Architect**

- Developed and launched a new training and consulting practice to deliver on the mission and diversify revenue streams for sustainability.
- Designed a veteran-ready change framework for employers and service providers focused on the whole human experience of veteran integration.
- Curated unique content based on research, Appreciative Inquiry change model, Experiential Learning theory, and live interviews.
- Introduced the COMMIT Employer Network as a value-added service and meet client requirements for veteran talent.
- Created marketing materials, surveys, pricing models, and video case studies to build brand awareness and exceed revenue goals.

- **Business Development**

- Secured client relationships and completed projects with Johnson & Johnson, PayPal, DraftKings, Morgan Stanley, the State of Montana, and Fiserv.
- Guided strategic decisions to leverage the veteran experience to impact all diverse employee populations positively.
- Led over 20 virtual workshops and collected \$94,000 in service and consulting fees.

SDB TRANSITION STRATEGIES

JAN 2018-Present

Independent Organization Development Consultant

- Authored "Narrative Builder Workbook" for private transition coaching sessions.
- Designed the "Military to Civilian Bridge" event with client organization to source veteran talent.
- Successfully completed veteran-focused consulting engagements with The Santa Barbara Foundation, MVPvets, and HireMilitary.

UNITED STATES CHAMBER OF COMMERCE FOUNDATION, HIRING OUR HEROES

2016-2017

Program Manager, Marine Corps Base Camp Pendleton, San Diego, CA

- Launched DOD SkillBridge Internship Program with over fifteen host employers and forty service members in the first year.
- Exceeded goals with a 90% conversion rate with an average salary of \$82,000/year.

VERIZON WIRELESS CORPORATE, Irvine, CA

2010-2016

Senior Marketing Analyst, Learning and Development

- Designed and led the Verizon Leadership University (VZLU) program for over 3,000 employees in fourteen states with a \$1M annual budget.
- Designed and facilitated Town Hall meetings, “Lunch & Learn” training, Women’s Leadership Conference, and Executive Leader Roundtable events to increase engagement and retention.

SAMPLE OF RELEVANT PROFESSIONAL EXPERIENCE

Client: Gap	Solution
PayPal: Employee engagement, veteran self-ID, talent utilization, and sourcing.	Consulted on Veteran Onboarding and Mentoring Program, designed DIE&B Speaker Series, facilitated “Veteran Readiness” workshops.
Johnson & Johnson: Support for new veteran employees.	Adapted an online transition program for veteran employees in Military Leadership Development Program.
Fiserv: Engagement and career mobility for all ERG members.	Facilitated “Increasing ERG Engagement and Building a Community” and “Navigating Corporate Culture for Diverse Employees” workshops.
Western Union, Costa Rica: Disengaged and excluded employees.	Designed and facilitated a 2-day intervention to create a more empowered and inclusive workplace.
China Travel Services, Beijing China: Cultural differences and misaligned leadership due to merger.	Through translators, designed and facilitated a 3-day intervention to build trust, improve cross-functional teamwork, communication, and collaboration.

EDUCATION & VOLUNTEERISM

George W. Bush Presidential Institute, Dallas, TX

MAY 2019-OCT 2019

Scholar, Stand-To Veteran Leadership Program

- Capstone Project: Five-part workshop series focused on veteran psychological readiness

Graziadio School of Business, Pepperdine University, Malibu, CA

MAY 2018

Master’s of Science, Organization Development (MSOD)

- Published Thesis: Shifting Personal Agency During Military to Civilian Workforce Transition
- Learning Group Member, MSOD Alumni Council Diversity, Equity & Inclusion Guild MAY-OCT 2021

San Diego State University, San Diego, CA

Bachelor of Arts and Sciences, I/O Psychology

Current Volunteer Roles

- Spotlight Series Presenter, Seramount EmERGe Leadership Summit, September 22-23, 2021
- Membership Chair, Business Resource Group Association for Diversity and Veterans (BRGADV)
- Veteran Mentor, Veterati
- Team Parent, San Clemente Triton Football Program