

## Sandra Ansorge

*One of forty-two Professional Certified Coaches (PCC) in South Africa, I build on the positive good intention of the client to grow in an integral way and I believe in the neuroplasticity of the brain and the inherent capacity for human change.*



### COACH TO:

#### REGIONAL GM

Managing complexity and work life balance.

#### DIVISIONAL MANAGER LOGISTICS

Managing new promotion, work life balance in new region.

#### DIVISIONAL MANAGER OPERATIONS.

Build personal mastery.

#### DIVISIONAL FD

Finding meaning and purpose.

#### NATIONAL MARKETING EXECUTIVE

Managing Career Transition

#### HR DIRECTOR

Building personal mastery and influence.

### Background

I have over 20 years' experience working in both the corporate and higher education environments, and I am passionate about exploring the potential that lies within every person. I live with my husband, Christian, and daughter, Heidi, and enjoy the beautiful outdoors that Cape Town has to offer.

### Coaching Experience

Accredited by the International Coaching Federation (ICF), I first established my coaching practice in 2006, and have coached leaders from a wide range of backgrounds and working environments. I have extensive experience in facilitating coaching circles and communities of inquiry.

As an associate of the Centre for Coaching I have, over the years, assisted the faculty in a range of roles from external examiner, mentor, and coach to various cohorts of students. I have managed large corporate coaching contracts on behalf of clients and introduced coaching into a range of leadership development programmes that I, as part of a high-profile team, have facilitated.

My clients include The SPAR Group Ltd, ABSA and British American Tobacco. I have also supported the Allen Gray Orbis Foundation in a mentoring role.

### Professional Qualifications

Having been awarded Professional Coaching Certification, I have been credentialed by the International Coaching Federation after meeting their stringent criteria.

I have completed the Coaching to Excellence; the Associate Coaching Programme and the Professional Coaching Programme through formal coach schooling at the Graduate School of Business, University of Cape Town, run by their Centre for Coaching and New Ventures West (USA).

I also hold a post-graduate degree in Human Resource Development, and participate in ongoing professional development to expand and deepen my coaching practice. These include skills obtained in using the Enneagram; Nancy Kline's Thinking Environment; Leadership Embodiment practices; TRE Level 1 practitioner (trauma-release exercises) and Ontological Coaching in Action.

### CLIENTS INCLUDE:

ABSA  
Ackermans  
DAFF  
KayDav Group  
Nedbank  
The SPAR Group Ltd  
BAT  
University of Cape Town  
Centre for Coaching (GSB) UCT  
The Children's Institute  
S.A. Heritage Association  
Standard Bank



## APPROACH

My coaching approach holds rigour in identifying the client's coaching needs by working with a range of models that support an Integral coaching programme. The client is invited to explore outcomes and a development plan is drawn up. The client's reality resides within a context, which is checked against the line manager's input and broader team-based input if required.

I schedule regular 90 minute coaching sessions with clients and between coaching sessions the client is required to engage with practical experiential learning activities aimed at building competencies which underpin the outcomes in the development plan.

*What we achieve inwardly will change outer reality - Plutarch*

### Director - Logistics

*"The program that she helped develop was excellent and assisted me greatly during a very sensitive and stressful time in my career. She undertook the program with me with great sensitivity, insight and wisdom.*

*The program assisted me in putting certain areas of my life into context and become a better leader as a result of it. I have no hesitation in recommending Sandra for coaching in your organisation." (sic)*

*Identities are withheld to maintain client - coach confidentiality*

### Director - HR

*"Sandra is highly professional. She prepares herself well and draws a clear programme of action for one to follow through on. She's however at the same time flexible to allow the process to unfold and take its course, but with some guidance of course.*

*She's forthright, however, candid and engaging in challenging me to deal with those areas I found hard to tackle both at intra-personal and interpersonal levels.*

*She's empowering in her approach ~ she let's and sometimes helped me work out issues on my own, thus affording me the space to own up and commit to my own development.*

*She's highly interested in one's progress, i.e. she always looks forward to hearing whether the tools suggested in a previous session were helpful and/or applicable in one's environment and more importantly, how to stretch beyond...*

*She provided me with good tools to enable me to reflect and be determined to take action in improving and developing on issues I needed to deal with*

*She's helped me to be more in tune with my physical, psychological and physiological elements as I interface with different people and dealing with issues in different environments.*

*She's helped me to move from being too cautious and / being fearful of addressing hurdles in my personal and career journey. Thus, to be more of a risk taker and explore my hidden potential and strengths." (sic)*

### PCC Coach in Training

*"Sandra was my integral coach for 7 months. At the onset of my coaching journey with her I had just gone through the certification process of the PCC Course at the Centre For Coaching Cape Town. I didn't get through. Sandra coached me from a place in my life where I was both vulnerable and angry. It also involved her allowing me to grow a thorough knowledge of the rigour attached to this methodology of coaching.*

*Through Sandra's own rigour with me, the use of self – observations, practices and exercises I gradually began to unfold and grow my awareness and acknowledge my potential. Her ability to remain grounded; her empathy from a place of real rigour gave me the energy to take on my own challenges and has given me the confidence to face my life situation. She has gently held me so that I always felt safe; she never however rescued me.*

*I have come through this process with great respect for Sandra, not just as a Coach, as a whole Human Being also." (sic)*