



Sarah Campbell Arnett

Facilitator, Executive Coach, Change Coach

Sarah has a passion for helping organizational teams perform effectively. She is a skilled facilitator, executive coach, and a Certified Change Management Professional. Her clients include healthcare systems, healthcare education, liberal arts colleges, and private schools as well as work with Fortune 500 companies and governmental entities. Sarah helps leaders address complex issues with a focus on practical and tactical responses to produce the best outcomes.

Background and Industry Experience

Sarah brings 22 years of experience with executive coaching, change management, and leadership development. Sarah's early projects were Cone Health's Leadership Development Program and Internal Coaching Program, resulting in over 60 ICF-qualified internal coach leaders. As a Change Management Coach, she was involved in Electronic Medical Record installations, Integrated Facility Design, Mergers, and Culture Change. Her earlier clinical training in Dance/Movement Therapy gave her group skills and nonverbal communication expertise. This expertise translated into creating group trust quickly within a learning environment. Her workshops focus on communication, conflict prevention, coaching skills, team development, and change management.

In addition to being a coach and facilitator with Epic Rivers Leadership, Sarah is an on-call faculty for the Center for Creative Leadership and has her own business Ampersandbox Coaching & Consulting.

Coaching Approach

Sarah considers herself to be a side-by-side partner with her clients. She uses inquiry to help clients understand themselves and create new ways of problem-solving. Sarah looks at each client in a holistic way so that barriers can be addressed to meet their goals. Sarah has expertise in nonverbal and verbal communication skills, conflict resolution, and supporting change initiatives. Sarah is a Board-Certified Coach and is qualified in numerous psychometric assessments for teams and individuals.

Recent Coaching Assignments

- VP, College: implementing new programs to integrate with and financially support traditional undergraduate degrees
- VP, Pharmacy, restructuring org chart for the division to address current needs using staff with long tenure in the system
- VP, nonprofit, staff retention and rebuilding a new team
- CEO, nonprofit, growing team, role clarification, and strategic planning
- VP, Healthcare, change coach for a team building a new 200,000 sq ft hospital, 19 internal department moves to realign services
- Assistant Head of School, private school, managing difficult conversations and establishing self-care

Education & Professional Affiliations

Sarah holds an MA, in Dance/Movement Therapy from Goucher College, and a BA, in Biology, from Agnes Scott College.

- Association of Change Management Professionals (ACMP), DEI subcommittee
- American Dance Therapy Association, National Board for seven years
- Member, ADTA DEI committee

