



A Talent and Culture Consultancy serving organizations, veterans and people in transitions.

Key Clients:

Senior Executives
Small Business Owners

Non-Profit Presidents
Leaders in Academia

Transition Strategies specializes in designing customized, dynamically inclusive solutions to help global enterprises, small-to-mid-sized businesses, nonprofit organizations, and academic institutions gain a competitive advantage by effectively attracting, selecting, and retaining military veterans and other diverse, highly skilled (but traditionally underrepresented) talent.

- Cultivate Belonging
- Unleash Potential
- Bridge Diverse Employee Populations



Uniquely Qualified

Sara's impact is informed by over two decades of corporate experience, 15 years as a military spouse, and expertise in Behavioral Science and Organization Development. She has deep insights into veteran transitions and transformation processes through programs like DOD SkillBridge and the GW Bush Veterans Leadership Program. Additionally, she brings a strong veteran employment perspective from partnerships with major corporations and extensive one-on-one coaching experience with various veteran-focused non-profits and volunteer organizations.

Corporate Services

- **Strategic Military Talent Advisory Services:** Offering expert guidance on recruiting, retaining, and developing military talent.
- **Workforce Development Initiatives:** Designing and implementing programs that build cross-cultural competencies and engagement across the workforce.
- **"Coaching on Purpose" for Veterans at Work** is designed to be a veteran employee benefit, enhancing the onboarding experience and providing continuous career development support for both individuals and groups of veterans within the workplace.

Personal Services

Coaching on Purpose Gratitude Program offers a meaningful way to honor and reciprocate the service of those ending their military careers. By providing Coaching on Purpose Gratitude Vouchers, the program goes beyond a simple "Thank you," offering personalized coaching and support to each recipient as they transition into their next chapter. This thoughtful gesture ensures that veterans receive the guidance they need, acknowledging their service with a lasting and impactful gift.





Sara B.

Sara B. McNamara, Founder and Chief Strategist
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Methodology

- Sara's organization development and coaching methodology is deeply rooted in several foundational theories and practices that emphasize growth, positive change, and personal agency.
- Drawing from Positive Psychology, she focuses on strengths, resilience, and fostering well-being. The Appreciative Inquiry change theory guides her approach to facilitating transformation by identifying and amplifying what works well.
- Adult Learning Models inform her coaching by recognizing how adults learn best through experience and self-direction. The Psychological Safety Framework ensures that clients feel safe to explore, take risks, and grow.
- Finally, Sara believes that clarity of purpose, aligned values, and exercised personal agency are crucial for finding meaningful employment and living fulfilling lives.

Testimonials

Sara places significant emphasis on the importance of understanding her customers' business objectives and how veteran talent would align with our goals. **If you desire to build, manage, and/or leverage Sara to drive your sustainability objectives, you will not go wrong.**

– John Lundy, Diversity & Inclusivity Global Recruiting Manager, Ingram Micro

Sara is an inspirational leader who is fiercely dedicated to veterans. Her focus on building up a person's narrative and drawing out their positive attributes is so beneficial for all veterans. She is incredibly personable, an astounding leader, and a great sounding board for all ideas.

– Amy Reiter, Executive Director, MedTechVets

Sara is a tireless advocate for veteran hiring, military transition, and corporate partnership. I worked with her for over two years placing veterans in internship positions at premier companies in Southern California.

– Anthony Monteforte, Human Resources & Labor Relations, 3M

I wholeheartedly recommend Sara to any veteran or active-duty member seeking guidance and support. She is a powerful force for good, and her work makes a significant difference in the lives of veterans and their families. Sara is a gift to our community, and I am deeply grateful for her support and friendship."

– Benjamin Bayless, LtCol, USMC (Ret.)

