



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

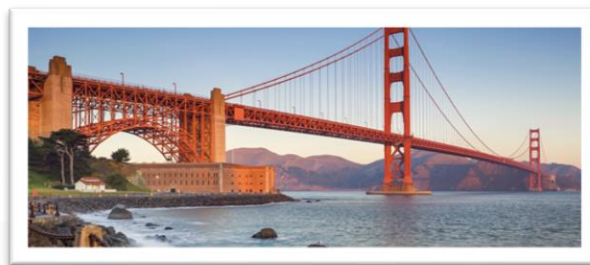
**Key Clients:**

Senior Executives  
Change Managers  
Small Business Owners  
Non-Profit Presidents  
DEI & ERG Decision Makers  
Leaders in Academia

Pre-transition Service Members  
Employed Veterans  
Military-connected Career Seekers  
Recent College Graduates  
Adults Re-entering the Workforce  
Former Professional Athletes  
Former First Responders

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

- Cultivate Belonging
- Unleash Potential
- Bridge Diverse Employee Populations



**Uniquely Qualified**

As the Founder and Chief Strategist, Sara's expertise is informed by over two decades of corporate experience, 15 years as a military spouse, education and research in Behavioral Science and Organization Development. She has deep insights into the military-to-civilian transition and transformation processes for veterans through roles including DOD SkillBridge Program Manager and Scholar, GW Bush Institute Stand-To Veteran Leadership Program. Additionally, she brings a strong veteran employment perspective from partnerships with major corporations and academic institutions non-profit organizations and extensive one-on-one coaching experience with various veteran-focused non-profits and volunteer organizations.

*The military-to-civilian transition reflects a universal truth: transitions are a fundamental part of the human experience.*

**Corporate Services**

- **Strategic Change and Talent Advisory Services:** Offering expert guidance on recruiting, retaining, and developing people while navigating organizational transitions.
- **Workforce Development Initiatives:** Designing and implementing programs that build cross-cultural competencies, workforce resiliency and engagement.
- **"Coaching on Purpose" for Veterans (and People in Transition) at Work** is designed as an employee benefit, enhancing the onboarding experience and providing continuous career development support for both individuals and groups of employees within the workforce.

**Veteran Gratitude Program- A gift that goes beyond "Thank You"**

Coaching on Purpose Gratitude Program for veterans offers a meaningful way to honor and reciprocate the service of those ending their military careers. The Coaching on Purpose Vouchers go beyond a simple "Thank you," offering personalized support and customized resources to each recipient. This thoughtful gesture ensures that veterans receive timely guidance while acknowledging their service.

**Coaching on Purpose is a lasting and impactful gift that they will thank YOU for.**



Sara Blewett McNamara, MSOD, Founder and Chief Strategist  
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Sara B.

Sara B. McNamara, MSOD  
Founder and Chief Strategist

## Approach

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 designing and facilitating organization transformation by identifying and amplifying what works well.
- Adult Learning Models and deep curiosity informs her coaching and change management practice 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 embrace change.
- Finally, Sara believes that clarity of purpose, aligned values, and exercised personal agency are crucial for sustaining 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.)

