

thinkingpeople
Consulting LLC

We're **Thinking People**.
And we never forget that **you are, too**.

Thinking People Consulting
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What makes us different

Thinking People is a different kind of consultancy. It all begins with our name.

When we refer to Thinking People, we're not just talking about ourselves. We're talking about **you**.

When we are helping you think through a complex challenge, we understand that we're not the only **Thinking People** in the room.

This understanding shapes every aspect of **the way we do business**.

No one knows more about **your business** – or **your aspirations** – than you do.

We help you make the most of that knowledge – by bringing a seasoned, objective perspective on how to **reach your goals**.

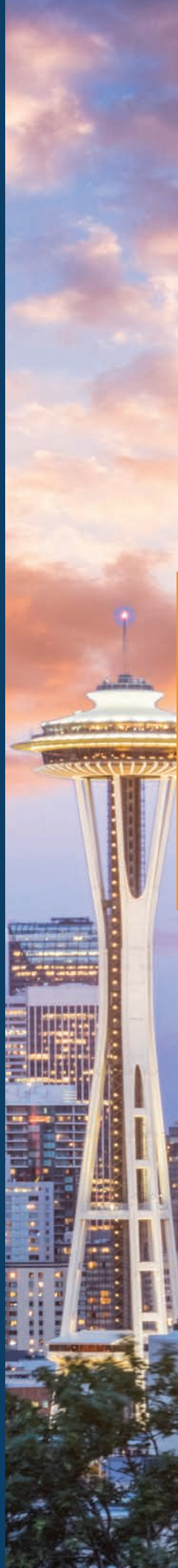
Which brings up another **difference** between us and other firms: we are a collective of carefully selected, highly experienced consultants, all with **executive-level backgrounds** in some of the world's largest and most respected business and nonprofit organizations. We bring that senior-level expertise to everything we do.

With Amber Wendover and the entire Thinking People collective, you're not paying for rotating teams of junior-level staffers. You're getting **field-tested insight and expertise** from start to finish.

You're also getting a **thoughtfully customized approach** that respects your individuality and intelligence.

We don't put more people on a job than we need to, and we don't take more time than we need to. We're here to **solve your problem** – not prolong it.

Our **services** include all facets of organizational strategy and professional development. We also offer student coaching that maximizes formative academic and professional opportunities.



Our Services

Organizational Strategy

We offer a **wide range of organizational-strategy** services, including:

- strategic planning
- change management expertise
- manager and leadership development programs
- communication courses
- value and culture programs

Our professional-development solutions incorporate a wide variety of today's leading diagnostic tools:

Insights Discovery Suite™
Insights Sales Effectiveness™
The Leadership Circle™
Myers Briggs Type Indicator™
Franklin Covey's Speed of Trust™
Crucial Conversations™



Strengths Deployment Inventory™
DISC™ Assessment
EQ In Action™
Strengthscope™
SDI Core Strength™.

All of our programs have the option of individual and small-group coaching sessions.

In line with our commitment to your priorities and needs, Thinking People offers a **flexible range** of timing and pricing arrangements. We can work on a retainer basis within your organization on long-term planning, teambuilding, organizational alignment, or other initiatives that may require a sustained in-house presence. We also offer hourly and project-based pricing.

Our initial consultation with you is **free**. We'd be glad to use that session to learn more about your organization and how we could best serve you.



Amber is the most effective facilitator and OD [organization development] expert I have ever worked with. She is highly capable, bright, energetic, and an absolute asset to any team lucky enough to have her.

Pete Bourgeault, Risk Manager

Our Services

Professional and Executive Coaching

At Thinking People Consulting, we firmly believe that **individuals, leaders and teams deserve top-notch consulting services.**

That's why we offer an **array of strategic services** to executives and other professionals who are interested in 1:1 or small-group coaching. Topics vary, yet often include: career pathway decisions, career transitions, stepping into management, changing the way you lead, improving communication, influencing and decision-making and helping individuals show up at their best.

Wherever you are in your career, we tailor our coaching and professional development engagements to meet your specific needs.

All our initial consultations are free. We would be glad to meet **you**, to discuss how we might be able to support your needs.



Our Services

Student Coaching

In our personal experience – and perhaps in yours too – the time when you could **most use a strategic consultant** is in your teens or twenties.

Older people are always telling you how fortunate you are to have your whole life ahead of you. Which is great – yet without some guidance, it's easy to feel **overwhelmed by all the choices**, all the advice, and all the changes that are turning today's job market upside-down.

Whether you're in graduate school, college, or the later years of high school, Thinking People Consulting offers **practical tools** to help you understand yourself a bit better and to explore possibilities for your future.

When thinking about your future, our goal is to help you keep an open mind. We will help you explore **your natural strengths and talents**,

identify your ideal environment, hone your communication skills, gain awareness of your stress triggers and remedies and more!

We will explore possibilities for your future and help you identify steps needed to attain your goals.

In our experience, one coaching session isn't enough. Given this, our engagement starts with a commitment of three, 90-minute coaching sessions. During this engagement we will work one-on-one with the student for the first two sessions; for the third session, parent(s) are invited to attend.

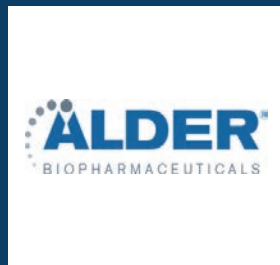
Our initial consultation is always free, yet you do need to be at least 15 years old for us to engage with you. If under 18 years old, parent permission is required.

We highly recommend using Thinking People Consulting to help your student understand their calling by exploring their strengths, dreams and passions. We feel our daughter is ready to tackle this next stage in life with a personal desire, clear direction and career confidence she gained from working with Amber.

Mary D, Parent

Our Clients

The Thinking People client list includes some of the most prominent corporations in the world, but we also work with several small and medium-sized organizations that don't have large internal HR teams. Whatever your size, and whatever your budget, we'd be glad to offer you a free consultation to talk about how we might be of service to you.



Additional Client Testimonials

"I've had the pleasure of working with Amber across a variety of businesses both large and small in scale. I have found her to be a truly strategic yet pragmatic OD [organization development] thinker. She is fearless about providing feedback to executive leaders, finding appropriate ways to challenge the status quo and help move the business forward."

Michael Walters, Executive Vice President
Human Resources

"I had the pleasure of working with Amber and seeing her in action in the training room. Amber is one of the most dedicated and competent facilitators I have had the pleasure of collaborating with. Her attention to detail and her work ethic are second to none. I highly recommend Amber to any organization that is considering engaging her in any way. She will get the job done and she is a delight to work with."

Scott Tibbels, Manager, US Indirect Channel

"I've had the opportunity to attend all manner and number of trainings over the course of my career. I have therefore seen many different levels, types and styles of facilitators. Amber is among the very best regardless of subject matter. She is bright, engaging, and energetic, and someone who knows her material inside and out. "

Jason Kap, CEO

"Amber's coaching helped me to gain clarity in my career goals; create a plan of action to develop my skill set; and build the confidence that I needed to make some critical moves. I recommend working with Amber and her team to anyone who could use a fresh perspective and energized path forward."

Liz Cruz, Talent Management Business Partner

"Working with Amber has been a great experience for our family. Amber put our son, Connor, right at ease and made the whole process really fun. Her evaluation gave him great insight on his strengths and weaknesses, and valuable information on possible career paths. Amber has a depth of experience working with people at all stages of their careers, spanning a variety of industries. This broad perspective provides a great benefit to families trying to help their teens and young adults navigate their future."

Laura M., Parent

"Before I began working with Amber, the idea of career and college searching was very daunting. It is very important to me that I choose a career that I love and am happy to do every day, but I had no idea where to start. Amber was very knowledgeable and passionate about what she's doing, and I really enjoyed the program we worked with. In the end, I left with a stronger sense of my own personality, likes, and dislikes, which made it easy for us to explore career paths best suited to me. I feel more confident in my college and career search and less unsure about what lies ahead of me in the future. I would definitely recommend Amber to any students who need assistance in figuring out and getting on a career path that they love."

Lauren D., Woodinville High School Student

The Thinking People Collective

Amber Wendover

Strategist | Leadership Expert | Professional & Student Coach



Amber brings 20 years of strategic and operational experience to her role as president of Thinking People. Throughout her career, Amber has gained deep strategic-consultation experience in a range of sectors. She has advised several of the world's leading corporations, including Microsoft, Amazon, Boeing, Nike, Intel, Google, and eBay.

As a part of the Whole Foods Market leadership team, Amber led the centralization of the Pacific Northwest regional training staff, improving product-training effectiveness and developing a more mission-based onboarding program. While at Microsoft she found a niche being the generational bridge for professional coaching. She spent five years at Insights Learning & Development, becoming one of the company's top coaches and facilitators as well as being a member of the internal faculty of Training-the-Trainers.

Amber is practiced in evaluating, developing and implementing a broad range of talent development solutions such as product training, competency development, leadership framework, talent review, succession planning and individual leadership coaching. This diverse experience allows her to solve problems, build programs, provide coaching and facilitating, and engage in dialogue with clients from many different perspectives.

Kathy Clifford

Team Relationship Expert | Executive Coach



Kathy brings a strong record of direct leadership, executive coaching, and team relationship expertise to her consulting practice. She is renowned for her candid yet compassionate communication methodology, which cultivates safe and trusting environments for building greater transparency and effectiveness within organizational teams.

She uses best-in-class tools to lay a foundation of understanding and builds upon the strengths of team members, coaching them to develop healthier relationships that lead directly to high-performance results. Kathy's clients range from the most senior leadership teams of Fortune 50 companies to startup partnerships. Kathy is the founder of Kathy Clifford & Associates.

Kelli Hildebrand

Team Development | Executive Presence | Leadership



Kelli specializes in the design and facilitation of workshops, leadership-team strategic offsites, and award-winning onboarding programs. She also excels in helping professionals refine their presentation skills and executive presence.

Kelli has worked with such innovation leaders as Microsoft, Google, Starwood Hotels, and Four Seasons Hotels – as well as nonprofit boards and startups. In addition, she successfully implemented a year-long cohort design for Women in Leadership and Influence. Kelli has brought her expertise to business capitals worldwide, from Brussels to Singapore.

Tom Perry

Employee Engagement | Leadership | Coach



Clients benefit from Tom's experience at top-tier tech organizations, where he has built and managed global teams; interviewed thousands of candidates; and hired hundreds of full-time employees.

From this background in the ever-evolving tech sector, Tom understands just how important it is for professionals to find the right role in the right company. He guides each client through the development of a Professional Dashboard, a Professional Story/Elevator Pitch, and a detailed near-term Career Plan. Tom built his company, Engaged Pursuit, because he saw the need for a new kind of service – one that builds employee engagement through career clarity.

Kirsten Smith

Executive Certified Coach | Communication Expert



For more than 25 years, Kirsten Smith has worked with leaders across industries to expand their sphere of influence and provide authentic leadership through a strong presence and powerful communication.

Kirsten is a Hudson Institute and ICF Certified Coach who works one-on-one to help leaders see possibilities in the challenges they face every day. She is the founder of True Warrior Way, and is a 4th Degree Black Belt in Tae Kwon Do and the Filipino martial art Arnis.

Our initial
consultation
will cost you
nothing.
And, it
could end
up meaning
everything.

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