



Building strong  
foundations for  
organizations  
since 2004


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what's in your way?





A close-up photograph of a person's hand gently touching a large, dark green, heart-shaped leaf. The background is dark and out of focus.

“Businesses like people have a lifespan. They go through different stages and cycles as they mature from infancy, to adolescence, to young adult, to senior leaders.”

# the business lifespan

Whether your business is a start-up, in mid life, or ready for acquisition, we help your team identify your current business needs to improve internal alignments and external positioning for the stage you're in and prepare you for where you're going. No matter what stage your business is at, we can help you create the right path for your next phase of growth.



# how we work

## Foundational Analysis

We ask the right questions to build your business strategies and create roadmaps for success.

## Organizational Design

We identify your strengths and points of friction, improve morale, and introduce new processes that consistently deliver your value to customers.

## Long Term Support

We partner with leadership to develop the guidelines, tools and tech to keep your dream on track.



struggling to build a stronger team?





# our services

management ORGANIZATIONAL CULTURE company  
fit social cognitive meaning success stories values cultural external problems  
expertise interpersonal outlasting collective growth belief  
organizational deepest knowledge important satisfaction result

- Organizational Design Development
- Change Management
- Project Management, Standardization, Training
- Senior Leadership Coaching
- Branding and Collateral Development
- Marketing for Web, Video and Social Media
- Tools and Technology Adoption
- Employee Engagement and Talent Development

what problem needs attention first?







# happy clients

are you ready to do the work?

*"They helped identify where our products and services added the most value to our clients."*

*–Tony Simopoulos  
Founder Metavera  
Solutions Inc*



## Metavera

- Increased annual revenue by over 30% in 18 months
- Built and managed a cohort of 25 full-time IT staff
- Scaled the software application to provide services in 19 countries
- Supported a successful acquisition

“Metavera's value proposition was delivering an end-to-end technology solution to a niche market with the lowest total cost of ownership amongst our competitors. This didn't mean we were inexpensive. Ilan helped Metavera identify where our products and services added the most value to our clients, assisted in our alignment of the strategic positioning of our offering, demonstrated a commitment to continually measuring our performance, while organizing our teams to be more engaged and effective.”



## The Lawen Group

"We have a great team, but now we have a happier and more efficient team. Thanks to Sandler Consultancy's expertise, their analysis and implementation of new systems and software has really made our team shine. With every year that we work with them we see great improvements.“

- Louie Lawen, CEO The Lawen Group

Learn more about [Sandler Consultancy](#) and our management specialists at [Effective Flow Connections](#).

Preview some of our product development work at [AvenewAi](#).





# organizational design

Today's fast-paced work environment has made mastering collaboration more important than ever. We help teams improve collaboration and communication by finding efficiencies that lead to happier, better trained, and more resilient players when it comes to change.

Our services ensure your staff provide the highest levels of customer satisfaction through effective project management implementations. We dig deep to engage your staff and customize questionnaires that quickly identify areas where organizational design support is needed.

Whether it's improvements around communication, efficiencies, task completion, or quality of work, we know how to support talent retention, guide employees to fulfill their responsibilities, and strategize with leadership to build a strong and inclusive company culture.



# adapting to a changing world

**Staying agile, lean and elastic makes  
change management easier.**

Our team customizes methods and processes to help SMEs resolve problems and manage costs during transitional stages. Working closely with your team, we develop a customized growth strategy, designed to help you scale gracefully, strategically, and with minimal disruption to your organization.



struggling to move forward?







# collaborative training, tools and development

Our team will help you assess where and which tools are needed, and ensure your team gains the skills to deliver your mission.

- PMI Approved PMP Certification Prep Courses (5-days)
- Project Management Essentials (3-days)
- Smartsheet Project Management Tool (1-day)
- Making High-Quality Decisions (1-day)
- Effectively Managing Change (1-day)
- Introduction to Agile Project Management (1-day)
- One-on-One Leadership Development & Coaching
- Customized Training to Meet Your Needs





## ORGANIZATION & CULTURE

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**“Creating a great place to work is the difference between being a good company and a great company.”**



# meet our team

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## **Ilan Sandler**

Principal, Organizational Design

## **Kandis Porter**

Talent Management, Tools & Training

## **Lisa Kelleher**

Branding & Communications



We're listening.







## CHANGE YOUR PATH

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**“Our solutions have changed the way thousands of people work and their customers couldn't be happier.”**



# we're ready to help your company

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## Visit

[www.sandlerconsultancy.com](http://www.sandlerconsultancy.com)

## Email

[info@sandlerconsultancy.com](mailto:info@sandlerconsultancy.com)

## Call us today

647 970 2073

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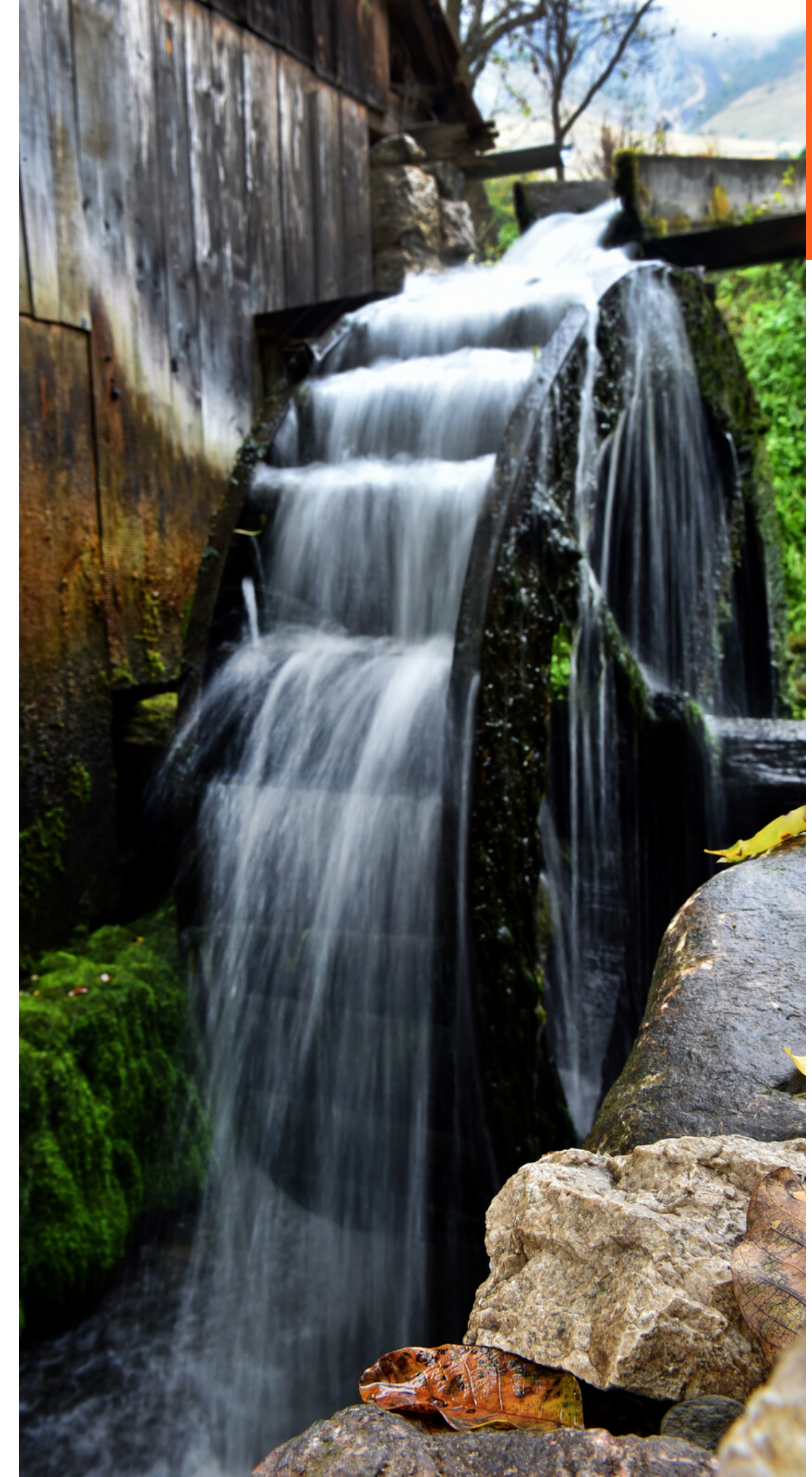
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how is your business running?

