## GRIF EDWARD SADOW, CPCC, PCC

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**“Bringing Out the Best in People!”** is how Grif describes himself and his purpose in life. This “jack-of-all-trades” received his coach and leadership training from the Coaches Training Institute, and was certified in 2007. Grif’s practice, Grow Into More Coaching, offers personal and professional development coaching, consulting and leadership services to individuals, business and organizations, and the coaching industry. Grif focuses on clients who want to create or deal with change and want to find more strength, confidence, resiliency, fulfillment and life direction during the process. Grif is an accomplished theatre artist, director and educator, and coaches individuals on performance comfort and impact. One of Grif’s passions is authentic expression and using the arts to create learning, self-discovery, and personal and professional skill-building. He also enjoys helping coaching students toward their certification and new coaches toward their next level of mastery. Grif is Regional Coordinator for the United States and Canada in the Wezowski Release Coaching Method, developed in Belgium. He is credited with bringing this new method into North America - training and certifying coaches, wellness practitioners, and mental health professionals since 2011.

**PROFESSIONAL DEVELOPMENT COACH & EDUCATOR**

**In Private Practice**

Understands what motivates people in achieving seemingly impossible individual and organizational goals. Uses innovative training and development ideas and tools that deliver strong gains in performance, productivity and profitability. Inspires and supports confidence, sustainability and change. Outstanding coaching skills and leadership talents combine with success in:

Training & Development Profit & Non-profit Curriculum Planning & Execution

Public Speaking & Facilitation Experiential Learning Impact, Feedback & Evaluation Mentoring Youth & Adult Health, Wellness & Nutrition Disabled and Diverse Populations

Creativity & Innovation Talent & Change Management Team & Relationship Building

Sales, Management & Marketing Theatre Arts Education & Production Coach Training & Certification

## PROFESSIONAL EXPERIENCE

**GROW INTO MORE**, Minneapolis, MN 2006 to Present

**Founder and Lead Consultant**

Advance individuals and organizations through professional and personal leadership, mentoring and coaching services. Design, implement and facilitate presentations and experiential-based curriculum based on maximizing potential and achievement, self-discovery and impact, work/life balance, creativity and innovation, relationship and team building, risk taking, and overcoming barriers.

Created the Express-U-copia™ Model of Self-Expression, the Fully Expressed™ curriculum and experiential activities and workshops using art and coaching disciplines to effectively address stress and burnout. Aimed at creating more resiliency in individuals and organizations.

Develop, coordinate, present and evaluate personal and professional training and development through in-person and teleconference workshops. Train and certify coaches, wellness practitioners and mental health professionals in the Release Coaching Method, developed in Belgium, as Regional Coordinator for the United States and Canada. Coach and facilitate method to individuals and organizations.

***Establishes rapport quickly with sincerity, humor and empowering “can-do” attitude***.

* Consistently increased client base while doubling revenue projections. Grew to international clientele of more than 50 within the first two years of operation. **Retained 80% of clients year-to-year and earned 60% of new clients from referrals.**
* Contracted by the Coaches Training Institute (CTI) as **one of four coaches selected** to create and facilitate curriculum for the Quest program. Developed ongoing individual and small group coaching education programs and activities used companywide.
* Co-founded the Twin Cities’ Coaching Collective, Twin Cities' Coaching Salon and the Coffee Shop Conversation, which **introduced, demonstrated and promoted** life coaching tools to community audiences.

***Promotes excellence by leading and motivating by example with positive and constructive feedback.***

* Selected and contracted by the youPlus organization as a founding core coach. Coached and sold packages to individuals and entrepreneurs and helped create and implement start-up policies and procedures, strategic planning and sales/customer service. **Directed communication and training** to staff of 25.
* Supervised, trained and coached students during six-month certification program with CTI, achieving more than **98% passing success rate** for passing final examination on first attempt.
* **Co-lead, directed and presented** at the Worldwide Graduates of the CTI Leadership Program Conference in New York City, 2009.

**THEATREFERENCES,** Minneapolis, MN 1994 to 2006

**Founder and Lead Consultant**

Initiated, directed and facilitated more than 100 productions, tailored workshops, residencies and staff in-services reaching more than 30 non-profit organizations and corporations. Programming included: artistic visioning and administration, theatre production, administration and education, technical theatre design and construction, and experiential staff training and development.

Engaged, educated and transformed youth, adult, immigrant, minority, corporate, creative and special-needs populations. Themes included: theatre art performance and production, skill and team building, social and behavioral, diversity, empowerment, adapting to change, and personal/corporate wellness.Recognized by the Ordway Center for the Performing Arts and the New York City Drama League for excellence in theatre direction and education.

# **Inspired and motivated wide range of people, rallying them to achieve fullest potential and impossible goals.**

* Conceived and implemented **18-month fundraising effort** (2002 to 2003) **providing more than $200,000 in** **scholarships** to 29 students and eight staff from Park Center High School (PCHS) to perform at the International Fringe Festival, Edinburgh, Scotland. Largest attendance/box office totals.
* Produced **award-winning** artistic and educational programs as Department Chair for PCHS theatre department (1996 to 2003). Partnered with administrators, teachers, parents, artists and community service organizations in more than 30 productions, leading teams of up to 100 participants.
* Achieved unique performance and technical goals, with PCHS recognized as **one of the top 10 high school drama departments in the nation** by the American High School Theatre Festival.

***Built successful, cohesive and loyal teams through determination, caring and commitment while inspiring confidence and respect.***

* Brought artists and diverse audiences together through dialogue and discussion as Artistic Director of Ensemble Productions (1993 to 2009). Produced socially relevant and challenging theatre, growing volunteer non-profit into financially sound, cohesive and reputable award-winning professional company. Hired, trained and directed a constant core team of paid playwrights, actors, technicians and administrative staff.
* **Connected professional artists and educators with students** for Ensemble Productions’ mentor-training program/touring production. Scripts chosen to connect cast and audience intergenerationally through dialogue and discussion around social issues.
* Designed, recruited, trained and supervised teams that brought different personalities, work styles, ages, experiences and agendas together, creating two award-winning high school theatres recognized by the State and Orpheum theatres and the Minnesota State High School League (MSHSL).

***Fostered, embraced and facilitated momentum and organizational change through collaboration, innovation and creativity.***

* **Expanded PCHS drama department** to annual programming of four productions, drama club, recognition banquet, field trips/workshops with guest artists, college recruitment/scholarship opportunities, fundraising parent group, and International Thespian Society membership.
* Increased student and community awareness by forming the African American and Multicultural Acting Troupes for PCHS. After-school programs grew to credit class of more than 30 students, **performing for more than 5,000 area** **students** with a $12,000 semester budget.
* **Visioned fine arts and diversity programs** serving student, special-needs, immigrant and minority communities. Representative committees: Northwest Suburban, District 279, MSHSL – One Act Rules and Regulations, Summit Arts, Cretin-Derham Hall, and Praxis Education Project.

**PREVIOUS EDUCATIONAL DEVELOPMENT AND FACILITATION EXPERIENCE** with non-profit theatre arts organizations, including St. Paul Academy, Fuller Young People's Theatre and Climb Theatre. Developed, coordinated, presented and evaluated theatre arts training and development to pre-kindergarten through adult populations.

* **Fifteen-year Drama Specialist** for St. Paul Academy's Summit Arts program. Lead process and product collaboration between theatre, movement, music, visual and literary art forms for preschool to third-grade populations.
* Credited for **maintaining and advancing the excellence and positive image** of the Fuller Young People's Theatre organization after loss of previous artistic director.
* **Awarded Full Company Member** status after first year of developing and facilitating programs to reinforce cognitive and affective skill building in **special- needs and mainstream populations.** Programs included residencies, lecture-demonstrations, plays, teacher/staff in-services and special projects.

**PREVIOUS MANAGEMENT & TRAINING EXPERIENCE** with retail and wholesale fine jewelers, including Finlay Fine Jewelry (leased operation - Macy’s and Marshall Field’s), J.B. Hudson, Golddiggers and CMW Gems. Promoted rapidly from sales to increasingly responsible management positions in operations, multi-unit supervision and wholesale service.

* Credited with turning aroundGolddiggers - Calhoun Square, **generating first-time profitability.** Promoted to open new Brookdale location, becoming only manager to run multiple branches. **Immediately outperformed established branches** as one of top three in sales every month.
* Facilitated **seamless management transition** at Macy’s Burnsville during manager leave of absence, surpassing October – December quotas. No. 1 branch in holiday vendor sales.
* Serviced **1,000 retail stores** for CMW Gems, concurrently **reducing receivables by 52%** within first months of collection responsibilities.

## EDUCATION & COACHING CERTIFICATIONS

**Certified Professional Co-Active Coach (CPCC), Co-Active Leadership Graduate, and** **Quest Circle Coach Leader**

Coaches Training Institute, San Rafael, California

**Associate Certified Coach (ACC)**

**Professional Certified Coach (PCC)**

International Coaching Federation, Lexington, Kentucky

**Release Coaching Method Practitioner (RCMP)**

**Certified Laughter Yoga Leader**

**BS, Marketing** and **BA, Theatre**, Arizona State University, Tempe, Arizona