



Teresa Sande, M.A.

Executive Coach

EXPERTISE

- Leadership and Executive Growth
- Effective communication
- Executive presence and influence
- Organizational navigation
- Change Management
- Imposter Syndrome

EDUCATION

- Masters in Organizational Effectiveness
- Coaches Training Institute and Coach U training
- Prosci Change Management
- Cornell Diversity & Inclusion Strategy

Teresa is CEO and Founder of Mirror Mirror Strategies, a Talent consultancy focused on creating effective, inclusive leaders and high performing organizations. The name Mirror Mirror comes from Teresa’s coaching style where she ‘holds up the mirror’ for people to clearly see their talents and organizational vision. Once you see something you can’t un-see it!

Teresa has 20+ years of global corporate experience as an executive herself with companies like Intel, Capital One, Cargill, and UnitedHealth Group. She has dedicated her career to supporting and building effective leaders through executive coaching. She served as an advisor to top organizations to help them identify, develop, and select their next top executives.

She now serves as a trusted advisor and coach across a variety of industries including healthcare, financial services, agriculture, and technology coaching leaders, executives, and business owners to be their very best. Her holistic approach allows leaders to see themselves and their talents in a clear light and focus on the most important elements of their leadership journey.

In addition to being an accomplished executive, consultant, and coach, Teresa is an author, speaker, and imposter syndrome expert. Having battled imposter syndrome herself and having coached hundreds of people to success, she knows firsthand how these feelings—particularly for women and people of color—are rooted in and fed by flaws that exist in organizational systems. Teresa helps her clients apply her proven frAIMwork methodology (Awareness, Interruption, and Momentum) to quiet their inner critic!



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