

LEADER TRANSFORMATION



Our VISION: To create raving fans by transforming managers into powerful, self-aware leaders who drive extraordinary results and meaningful change in companies \$10 Million to \$100 Million Revenue, our Sweet Spot.

Our MISSION: To elevate leadership self-awareness so teams **thrive** and results naturally follow from healthy, productive interactions.

Our VALUES:

- Integrity
- Passion
- Resilience
- Self-Awareness
- Courage



EXIT READINESS = Strategically Aligned EBITDA + Teaming + Bench Strength

1. Higher EBITDA attracts multiple well qualified buyers in a sale process.*
2. High functioning teams command better financial multiples.*
3. A strong bench creates more options for the owner, including retirement post transaction or after some transition period.*



Developing Managers into Leaders is essential to creating these possibilities.

***[CLICK HERE](#)** to access the studies that validate these three statements of what drives M&A readiness.

WHY WORK WITH US?

Client Results Over Time

- “Revenues increased 22% while costs decreased by 17%”
- “Staff size decreased and productivity improved by 44%”
- “Tripled gross income of the principal”
- “Highest enrollment ever, due to improved market awareness”
- “Addition of a midline product to compete at the mid-price range”
- “100% increase in sales over past best performance”



OUR COMMITMENT

Foundation

Who you are being as a leader largely determines discretionary effort of the team, which drops to the bottom line.

Who We Serve

Executive teams in emerging and mid-sized businesses ready to own their leadership impact and scale with integrity and intention.







Results

Ability to lead through ambiguity, growth mindset, adaptability = growth and profitability.



STRATEGIC, CREATIVE PROCESSES

Pamela's 26+ Years of Development Excellence

1999	2001	2004-2010	2017-2024	2021-2022
<p>Launched executive coaching, team building, Harrison Assessments and International professional speaking, training.</p>  	<p>In WA DC on 9/11 for work, subsequently pivoted professionally to exclude international traveling for work. Focused on San Diego, Executive Coaching.</p> 	<p>Added Vistage Chair, San Diego, coached and facilitated 3 groups: CEOs, Senior Execs, Service Providers. Returned to some International work, travel, including Systems Thinking strategic planning facilitating.</p> 	<p>Designed and launched a strategic, creative curriculum for senior leaders: 7 Dimensions of Team Power, Leadership Gap X-Ray (assessment), LMS, coaching/ consulting, and more.</p> 	<p>Designed and implemented a much-needed and wanted Emerging Leader Accelerator for cohorts: pre-post testing, open enrollment & in-company versions, "Stake in the Ground" project, and more.</p> 

Resulting Strategic Leadership Solutions

- + **Proprietary Leadership Development Systems**
Customizable curricula proven across enterprise environments
- + **Data-Driven Behavioral Transformation**
Assessments and methodology with measurable ROI
- + **Multi-Tier Leadership Solutions**
Scalable programs for emerging through C-suite leaders
- + **Proven Enterprise Track Record**
Strategic, Creative Processes delivering sustained performance gains

Measurable Business Impacts

Ensure leadership continuity, protect legacy, reputation
High impact, time efficient solutions Concrete financial levers, not theory Aligned leadership driving execution excellence Informed, strategic succession plan, Quantifiable ROI

2025+

Executive Coaching High-Five Team Building Emerging Leader Accelerator Success Accelerators for Senior Leaders

WHAT MAKES US DIFFERENT



Leader Transformation

through behavior change and emotional accountability: Accountable, Awake, and Aware Leaders.

Bold, Soft-and-Strong Style

that builds trust and speaks truth to power.

No Fluff

Data-driven diagnostics and ROI-linked leadership improvements.

26 YEARS OF SERVING CLIENTS

Prominent Companies We Have Worked With:



Additional clients, both international and domestic:

SKF (ball bearings) (Sweden)	Seattle Mariners
Hellenic Bottling Company (Coca Cola) (Greece)	Blanchard Training and Development
Efes Pilsen (beer) (Turkey)	Old Globe Theater
Asian Strategic Leadership Institute (Malaysia)	Lisa Nichols, Motivating the Masses
House of Training (Denmark)	Manna Development (Panera CA)
Sponsored Public Seminars (Dominican Republic)	Fairfield Residential



TESTIMONIAL FROM DR. SUSIE CARDER



Pamela and Susie

20 years ago, Dr. Susie Carder joined my Vistage group, during her membership she sold her business. She later became a consultant and earned a Ph.D. . She and I often partner for client success to this day.

What Pamela Delivers...Consistently

Across every engagement, Pamela brings a rare combination of executive insight, systems thinking, and psychological depth. She bridges the gap between strategy and execution by empowering leaders with clarity, structure, and accountability.

Here's what you can expect when working with Pamela:

- **Leadership structure rooted in results** — not tasks or titles
- **Team-wide KPI implementation** to measure what matters most
- **Culture transformation** to increase retention, trust, and engagement
- **Use of industry-leading assessments (like the Harrison Assessment)** to reveal hidden gaps and opportunities
- **Negotiation support for mergers/acquisitions** that positions businesses for high-value outcomes
- **Development of leadership capacity** at every level of the organization

For any organization looking to scale sustainably, optimize executive performance, or prepare for strategic growth or exit — **Pamela Stambaugh is the advisor you want in the room.**

Pamela doesn't just coach — she transforms. She builds the systems, empowers the leaders, and drives the strategy that gets real-world results. I've trusted her with my clients, and my legacy — and I would do it again in a heartbeat.





ACCOUNTABILITYPAYS
One Conversation at a Time

