

Sabin Densmore CV

Organizational Healer | Systems Philosopher | Soulful Leadership Guide

Helping organizations remember and integrate who they really are with what they do.

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Available for organizational consulting engagements starting Fall, 2025.

Professional Summary

I help organizations bridge the gap between who they say they are and how they actually operate. After two decades in corporate systems followed by my own journey from fragmentation to integration, I bring both lived experience and rigorous methodology to organizational transformation work. I specialize in helping mission-driven organizations move beyond command-and-control structures toward collaborative, regenerative ways of being that honor both human dignity and ecological limits.

How I Work

Deep Listening & Organizational Archaeology — I help organizations excavate their authentic values and understand the lived experience of all stakeholders using phenomenological research methods and collaborative discovery processes.

Soulful Facilitation & Leadership Development — Through experiential learning, creative problem-solving, and empathy-driven approaches, I guide leaders in developing the capacity to hold complexity with both heart and mind engaged.

Integration & Gentle Transformation — Rather than imposing change, I guide towards conditions where organizations can grow into their next iteration organically. This includes strategic visioning, systems redesign, and ongoing support through transitions.

Professional Experience

Organizational Development Consultant

Independent Practice — 2024–Present

- Developing and piloting organizational transformation methodology for mission-driven organizations
- Facilitating stakeholder alignment processes using Lego Serious Play and systems mapping techniques
- Supporting nonprofits and cooperatives in values-based strategic planning and culture development

Adjunct Faculty — Graduate Leadership & Education Program

Northern Vermont University — Jan 2020–Dec 2023

- Designed and delivered graduate curriculum in transformational leadership for working professionals
- Created learning programs integrating design thinking, systems analysis, and group facilitation
- Mentored emerging leaders through complex organizational challenges and change initiatives

Co-Founder & Interim Director

Midheaven, Inc. — Oct 2023–Present

- Led organizational development for startup nonprofit focused on community healing and arts programming
- Established operational frameworks, strategic partnerships, and stakeholder engagement processes
- Guided organization through foundational visioning and early-stage program implementation

Marketing & Customer Experience Lead

Buffalo Mountain Food Co-op — Jul 2024–Present

- Leading customer experience strategy and community engagement for member-owned cooperative through data-driven insights and AI-assisted

market analysis

- Implementing feedback systems and participatory decision-making processes supported by comprehensive data analysis and pattern recognition
- Developing sustainable marketing approaches aligned with cooperative principles using AI-enhanced research and competitive analysis

User Experience Architect & Systems Designer

Bio-Rad, TIAA, Fidelity Investments — 2006–2023

- Led UX strategy and information architecture for complex financial and scientific platforms
- Designed user-centered systems serving millions of customers across retirement, investment, and research domains
- Managed cross-functional teams through large-scale digital transformation projects
- Established enterprise-wide design standards and accessibility frameworks

Education & Credentials

Ph.D. (ABD) — Managing Organizational Systems & Sustainable Leadership, Saybrook University (2018–2023)

Dissertation focus: Dismantling patriarchal organizational structures through collaborative systems design

M.A. — Education, Curriculum & Instruction, Johnson State College (2013–2015)

Thesis: Autopoiesis and the Phenomenology of Recurring Problems

B.A. — English/Literature, Johnson State College (1993–1998)

Professional Certifications:

- Lego Serious Play (LSP) Certified Facilitator (2015)

Key Accomplishments & Philosophy

- **Personal Transformation as Professional Foundation:** In 2023, I experienced a profound unraveling that became a turning point, dismantling old patterns

and rebuilding from the ground up. This journey from fragmentation to integration now anchors my work with organizations facing similar transitions.

- **Academic Rigor Meets Lived Wisdom:** My PhD research into dismantling patriarchal organizational structures emerged from decades of experience in corporate systems and the deep work of personal healing and integration.
- **Bridging Worlds:** I've successfully translated complex systems thinking and trauma-informed approaches into practical tools that help leaders navigate change with both competence and compassion.
- **Creating Regenerative Impact:** Whether designing user experiences for millions or facilitating leadership circles, my work consistently focuses on creating systems that honor beings' dignity while achieving sustainable results.

Approach & Methodology

I work at the intersection of rigorous systems thinking and soulful facilitation. My methodology integrates phenomenological research, collaborative discovery processes, AI-enhanced analysis and pattern recognition and creative approaches to help organizations find solutions that endure because they emerge from authentic understanding rather than external prescription.

This work is particularly powerful for mission-driven organizations, cooperatives, and nonprofits seeking to resolve the tension between traditional hierarchical structures and values-based collaborative culture. I help organizations become more coherent—where what they say, what they do, and how they operate are all in alignment.

Core Capabilities

- **Experiential Research & Systems Analysis:** Using phenomenological methods combined with AI-assisted data analysis and pattern recognition to understand how organizations actually function versus how they think they function
- **Facilitation & Group Process:** Leading stakeholder conversations, strategic visioning sessions, and collaborative problem-solving using creative approaches including Lego Serious Play

- **Leadership Development:** Designing and delivering experiential learning for emerging leaders, particularly around navigating complexity with both competence and care