

# Play Nice with The **SANDBOX** SYSTEM™



WOMEN  
OWNED



## Conflict Management, Training, and Resolution

Building Strong Teams Equipped for the Future

We help leaders and teams move **from conflict to collaboration**, creating high-performing, engaged workplaces equipped for the future.

Our mission is to transform workplace culture by empowering mid-to-senior leaders, municipal and regional organizations, and remote/hybrid teams with proven conflict resolution, leadership development, and culture-shifting solutions—resulting in measurable gains in retention, productivity, and engagement.

**WORKPLACE CHALLENGES WILL ALWAYS ARISE**  
BUT THE HUGE FINANCIAL AND EMOTIONAL COST IS AVOIDABLE.

### What We Deliver

- Digital learning models to empower organizations with hybrid and asynchronous training in leadership, collaboration, and conflict management.
- Conflict resolution, mediation & workplace restorations.
- Actionable strategy, skills and thinking tools for difficult conversations and trust-building.
- Psychological safety, respect, and inclusion based programming—on-site and virtually.
- Live, hybrid digital workshops, facilitation, and keynotes, tailored to unique workforce needs.
- Licensing, co-branding or platform integration with proprietary Sandbox System™ content, enabling EU partners to scale best-in-class development solutions.



# Brands Trust Us for Results

Our proprietary **Sandbox System™** is a research-based, export-ready suite of digital and live programs focused on practical conflict transformation and leadership development.

- Globally recognized, with Harvard training, Workplace Fairness and Workplace Restoration Certified, Thinking Assessments, Team profiling, with a track record of culturally adaptive delivery.
- Expertise in embedding psychological safety, emotional intelligence, and resilience across multi-generational and diverse teams.
- Flexible delivery: digital, hybrid, and in-person to meet any client's context and needs.
- Renowned for measurable results—saving organizations time, cost, and lost productivity from unresolved conflict.

Quantitative Data Survey indicates:



**100%** Would recommend the **Sandbox System™**

**88%** Confirm Improved Team Communication

**75%** Report a Reduction in Absenteeism

We are **strategically poised to help European organizations drive sustainable growth**, workplace wellness, and leadership excellence, while advancing collaborative digital innovation.

Let **Northern Lights** unlock your team's full potential—where challenging conversations lead to growth, innovation, and sustainable workplace harmony.



## Penny Trembay, Workplace Relationships Expert

For over 20 years we've saved organizations millions of dollars helping teams manage conflict from the inside out. Harvard training and years of experience bring fresh concepts and stories to inspire peace, productivity, and profit to the workplace sandbox.

- 3x published author, professional speaker certified virtual presenter
- Certified Practitioner Herrmann Whole Brain Thinking(r) Assessments
- Certified WEConnect International Women-Owned
- Contributing Member, ADRIO, SHRM
- Advanced Toastmaster Gold Communicator



*"Let's untangle the diverse knot of workplace conflict together."*