



Virginia (“G”) Winter is an organization development professional and master-level facilitator. She is CEO and Principal of Equinox Consultancy LLC, a woman-owned management consulting business, in operation since 1989 serving private industry, non-profit (NGO) and public sector clients.

Core competencies include: strategic dialogue, planning, and organizational learning, ESG strategy (corporate responsibility and shared value innovation), management systems, GRI reporting, board governance, team development, stakeholder engagement, change leadership.

Equinox Consultancy has served a diversity of clients: Fortune 100 & 500 companies, food & beverage industry, manufacturing organizations, high-tech firms, health care corporations, world-class resorts and hotels, universities, foundations, trade associations, federal, state and municipal agencies, community coalitions and individual leaders.

Ms. Winter has extensive experience moderating strategic dialogue with senior-level leaders and decision-makers and is skilled at facilitating conversations to engage thought diversity and cross-functional expertise. Ms. Winter has a reputation as a skilled change agent regardless of whether the assignment involves long-range cultural change or short-run group development. She is frequently asked to custom design work agendas that foster meaningful engagement, collaborative decision-making and action planning for shared accountability.

Sustainability Services, Corporate Responsibility Work Highlights:

Recent engagements include - coaching senior managers on the organizational change aspects of implementing a corporate responsibility strategy, conducting materiality analyses or the launch of governance teams. She has helped companies integrate CR strategy with existing business goals and EHS management systems; facilitated cross-functional groups to develop sustainability metrics (stakeholder engagement, water, waste and energy/emissions tracking) and guided work teams analyzing risks & opportunities or creating their sustainability vision and ‘journey-map.’ Virginia consistently incorporates organizational learning and system thinking tools in the design and facilitation of collaborative work approaches to corporate responsibility and environmental stewardship.

Ms. Winter created the “Environmental Leaders Dialogue” an executive level, peer-leadership forum that has been used by The EHS Auditing Roundtable. She is published in the *Journal of Corporate Sustainability* (2001) and been a conference plenary speaker at the Greening of Industry (2003), Environmental Engineering in the Food and Beverage Industry (2004) and EnvironDesign6 (2002.) Virginia worked as Senior Consultant for Delta-Oranjewoud’s Global Corporate Consultancy during 2008-2009. Virginia is a trainer for the Global Reporting Initiative (GRI) sustainability protocol.

Ms. Winter received a B.A. degree from Wells College majoring in Environmental Policy, Science and Value. Originally from the Adirondack Mountains of New York, Ms. Winter resides in Boulder, Colorado. She served on the Board of the Colorado Council of Mediators & Mediation Organizations, the Middle Park Land Trust and the Sustainable Futures Society.

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