



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: organizational learning, team development, board governance, executive coaching, environmental and sustainability management systems, facilitative leadership, environmental, social, governance (ESG), stakeholder engagement, change leadership, process design, dialogue, and strategic planning.

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, land trusts, 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. She 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-view culture change or short-run team development. She is frequently asked to custom design work processes that foster meaningful engagement, collaborative decision-making or action planning for shared accountability.

Environmental, Social, Governance (ESG) Work Highlights:

Corporate engagements - coached senior managers on the organizational change aspects of implementing a sustainability (triple bottom line) strategy. Equinox Consultancy has helped companies integrate CR strategy with existing business goals, facilitated councils developing sustainability metrics (stakeholder engagement, water, waste and energy) and guided executive and EHS teams designing and implementing environmental and safety management systems. 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 Antea Group, 2008-2009.

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 and previously served on the Board of the Colorado Council of Mediators & Mediation Organizations, the Colorado Headwaters Land Trust (founding board member). Served as Secretary on the Executive Committee of the Sierra Club, Indian Peaks Group, Rocky Mtn. Chapter for four years.

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