

# **Virginia L. Winter**

## **Professional Mission**

To exemplify excellence in strategic advisement, organization development and facilitative leadership. To advance the level of meaningful dialogue on civic and global affairs related to social equity and environmental sustainability.

## **Brief Qualifications**

- Consulted to individuals from the front line to the executive level; boards; commissions and whole organizations
- Facilitated the work of groups, teams and coalitions from two, to two-hundred people in size
- Designed meetings, retreats, workshops and conferences from one to five days in length
- Published articles, developed training curriculum, instructed in diverse settings, including university
- Moderated and facilitated in multi-cultural, cross-disciplinary and intergenerational settings
- Presented to small groups and before audiences of over five hundred people
- Coached individuals to develop *their* skills as line employees, supervisors, managers and leaders
- Collaborated with in-place leaders to address challenges faced by public, private and nonprofit organizations

## **Project Examples That Demonstrate The Diversity Of My Experience**

### Eco-Products, Inc., Boulder, CO

Strategic advisement and organization development consultation relative to mission, vision and values alignment for this innovative, B Corp enterprise, during a time of rapid change.

### Colorado Safety Association, Denver, CO

Board of Directors strategic planning. Staff training and development to set objectives and work plans in alignment with Board and Executive direction setting.

### PEAK Parent Center, Colorado Springs, CO

Two cycles of annual strategic planning with the Board of Directors of this thirty year old, nonprofit organization that works to ensure that all people with disabilities are fully included in their neighborhood schools, communities, employment, and all walks of life. Consultation and technical assistance re: organization redesign, succession planning and internal leadership team development. Training and experiential skill development and practice in dialogic conversation as a new 'tool' for the leadership team.

### CoorsTek, Golden, CO

Professional development Coach to an industrial Environmental Health and Safety (EHS) Manager. This Plant is embarking on ISO 14001 Environmental Management System and moving toward certification in 2017. Corporate advisement on system implementation and organizational change.

### Renewable Energy Systems, RES Americas Inc., Broomfield, CO

Partnered with the Human Resources team to design and deliver leadership development training modules and provide talent management support. Training curricula and HR management materials were developed for: Hiring and Interviewing, Performance Feedback, and Powering Change through Productive Conflict.

Two Tomorrows - Sustainability Advisory Services –U.S.

Technical content development and instructional design and delivery of a corporate responsibility training series (three 2-day events) for senior managers from independent US based, energy companies. Topics include Corporate Responsibility, Sustainability Strategy, Public Reporting, Materiality and Risk Management and Stakeholder Engagement.

MillerCoors Brewing Company – Golden, CO and Milwaukee, WI

Services focused on strategic planning, water sustainability, communications and change leadership. Organizational change consultation and technical guidance was provided during implementation of their EHS management system for US operations. Facilitation of cross-functional teams and the formation of a leadership council addressing sustainability, water, waste & energy goals.

Corporate Strategy Consultant, Antea Group (U.S.) Engagements with: Newell Rubbermaid - Environmental sustainability vision, road-mapping and execution consulting, internal stakeholder communications and chartering green teams. SPX Corporation - Carbon Footprint and GHG tracking methods and awareness training for US environmental managers annual conference. Fortune Brands, Senior executive council advisement on “Corporate Responsibility Communications and Reporting.” Beverage Industry Environmental Roundtable, Facilitated stakeholder mapping, communications teams, stakeholder dialogue, coalition planning & development. NAEM, Risk Management Panel Moderator.

Climate Agenda for CO - Climate Mitigation / GHG Emission Reduction Planning, Statewide Dialogue – Denver, CO Event design and Lead Facilitator for a public meeting, a multi-sector engagement of 100+ people (use of Dialogue Principles). Purpose of event: to capture individual and sector input and catalogue an assessment of existing common ground on the direction of public policy, or the use of public funding that would lead to decrease dependence on fossil fuels in Colorado, in an effort to become a State leader in mitigating climate change.

***Selected Education and Training***

- **BA Degree, Liberal Arts, Wells College, Aurora, NY (1976) “Environmental Policy, Science and Value”**
- Certification - Myers-Briggs Type Instrument, Association for Psychological Type
- Environmental and Public Policy Mediation (40 hours) CDR Associates
- Certification from the Center for Creative Leadership & Personnel Decisions (Human Resource Tools)
- Global Reporting Initiative (GRI), Qualified Trainer, Instructor for QT Partner, BrownFlynn (2011)

***Professional Memberships***

Past: Council of Mediators and Mediation Organizations (CCMO), International Society of Sustainability Professionals, International Association for Public Participation (IAP2). **Present: Eco-Products, Inc. Sustainability Advisory Committee.**

***Additional Background***

Entrepreneur, small business owner since 1989. Originally from the Adirondack Mountains of New York, moved to Colorado 38 years ago and lived on both sides of the Continental Divide. Eight-year resident of Boulder, CO. Founding board member of the Colorado Headwaters Land Trust (Grand County). Active outdoorswoman. Sierra Club, Indian Peaks Group, Executive Committee. Recreational interests: yoga, hiking, canoeing, cycling and Nordic skiing.