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Certified Woman Business Enterprise (WBE)

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Professional Mission _____

To exemplify excellence in strategic advisement, culturally attuned organization development consultation and group facilitation. To align all professional endeavors with my values for economically viable sustainable development. To advance the level of meaningful dialogue on global affairs related to social equity and the environment.

Transferable Experience _____

- consulted to individuals, senior teams, coalitions, boards, commissions and whole organizations
- facilitated the work of groups from two to two-hundred people in size
- designed meetings, retreats, workshops and conferences from one to five days in length
- published articles, guidebooks and training curriculum
- trained in multi-cultural and intergenerational settings
- presented to small groups and before audiences of over five hundred people
- coached individuals to develop *their* skills as leaders, managers and facilitators
- teamed with clients to address challenges facing public, private industry and NGO organizations

Examples of Client Work _____

MillerCoors Brewing Company. Corporate Sustainability, Safety, Health and Environment

EHS Strategy, Sustainability, Communications, Change Leadership and Management System Development
Facilitated corporate EHS strategic planning that generated 5-year internal goals, objectives and current year targets. Strategy outputs mesh with the US business “scorecard” and drive performance planning. In 2010: organizational change consultation and technical guidance to corporate to lead the design and implementation of the EHS management system for US operations. Past services include project and process facilitation for work groups with charters for Sustainable Development, Water, Waste and Energy goals. Research and advisement conducted related to benchmarking in governance, external communications and stakeholder engagement and strategy execution. (previously Coors Brewing Co., Molson Coors) (2001-2011)

Corporate Responsibility Practice, Delta Consultants, Inc. - Oranjewoud NV *Engagements included:* **Newell Rubbermaid** - Environmental Sustainability Dept. - Sustainability road-mapping and execution consulting, internal stakeholder communications and chartering green teams. **SPX Corporation** - Carbon Footprint / GHG tracking methods and awareness training for US environmental managers conference. **Beam Global Spirits and Wine** - Fortune Brands, Senior executive council advisement on “Corporate Responsibility Communications and Reporting.” **Beverage Industry Environmental Roundtable** - Facilitated BIER stakeholder mapping, Communications team meetings and full membership (external) stakeholder dialogue, coalition planning & development. **NAEM - Risk Management** Panel Moderator (’08-’09)

Continued on page two.

Vail Resorts Inc. - Vail Resorts Lodging Company and RockResorts, Broomfield, CO

EHS Strategy, Communications, Change Leadership and Management System Development

Six month consultation with the Hospitality Group during the situational analysis and initial phases of their organization development strategy to systematize their unique environmental management approach as a premier hotelier. ('06 - '07)

Climate Agenda for Colorado - Climate Mitigation / GHG Emission Reduction Planning, Statewide Dialogue

Large group, multi-sector engagement of 100+ people. Public forum engagement facilitation, using principles of dialogue. The purpose of the session was two-fold: to capture individual and sector input and catalogue an assessment of any existing common ground on how public policy directions and public health and environment funds of the State should be directed to decrease dependence on fossil fuel and be a part of mitigating climate change. (2007)

Rocky Mountain Fossil Fuel and Renewable Energy Partnership

Sponsored by Johnson Controls and the RMF&RR Partnership, Equinox provided agenda design consultation for this Roundtable and group work process facilitation, which produced a set of recommendations for future collaborative opportunities to integrate and advance the co-development of fossil and renewable energy in production, delivery and end-use systems. (2005)

National Air and Space Administration (NASA), Washington DC

Consulted to the NASA Office of Human Capital Management and co-lead the Human Resource Information Systems, Working Group conference - the launch of a strategic initiative to develop an agency-wide HRIS environment that supports a common inter-operable source of integrated employee and contractor data. (2005)

Rocky Mountain Health Management Corporation (RMHP), Grand Junction, CO

Consultation and training for the HR Department to assist with the development of a HR Core Competency Model for the purposes of staff training and performance management. Equinox designed curricula for a "Professional Consultant" program of staff development, aligned with the knowledge and skill-building priorities identified through an interim Competency Model gaps analysis. Senior leadership group (SLG) team development consultation and facilitation work to integrate strategic dialogue with business planning. (1984 - 2004)

Pollution Prevention Program, CO Dept. of Public Health and Environment, Denver, CO

Provided consultation & strategic planning facilitation for Governor-appointed Advisory Board, staffed by the Colorado Department of Public Health and the Environment. Designed agendas to help the Board review mandates, analyze trends and influences, map stakeholders, clarifying strategic intentions and construct three to five year goals with accompanying objectives. (1996 and 2001 - '02)

Lockheed-Martin, Corporate Energy, Environmental, Safety and Health, Denver, CO

Meeting facilitation services for planning sessions of the Corporate Energy, Environmental, Safety and Health and Shared Services Units. Work focused on two projects: (a) the environmental, safety and health aspects germane to the development and enhancement of a business-to-business procurement system and (b) corporate intranet (EHS website) quality improvement. (2001)

Ball Corporation, Environmental Services Department, Broomfield, CO

Provided organization development consultation and meeting facilitation services for the annual planning and goal setting session for Corporate Environmental Services. The scope of work included team development and consultation in regard to Environmental Management System (EMS) organizational readiness and implementation. (2000)

Selected Training and Education _____

- BA Degree, Wells College, Aurora, NY (1976)
“Environmental Policy, Science and Value”
- Advanced training in mediation, conflict resolution and facilitation
CDR Associates (1988); The Yarbrough Group (1989)
- Qualification training, Myers-Briggs Type Instrument,
Association for Psychological Type (1990)
- Environmental and Public Policy Mediation (40 hours)
CDR Associates (1994)
- “Introduction to The Natural Step” (’96); “Presenting The Natural Step” (’98)
- “Transformative Mediation: From Theory to Practice” (12 hours)
Swartz & Associates (1998)
- Certification from the Center for Creative Leadership & Personnel Decisions International to facilitate the administration and feedback of SKILLSCOPE® and Profilor® 360-degree multi-rater instruments.

Professional Memberships _____

Present:

- International Association for Public Participation (IAP2)
- CORE - Connecting Organizations for a Responsible Economy

Past:

- Colorado Council of Mediators and Mediation Organizations 1990-2005, Director, 93 - ’95
- Association for Psychological Type - Rocky Mountain Chapter

Additional Background _____

Valid U.S. Passport. Entrepreneur and small business owner since 1989. Raised in the Adirondack Mountains of New York State. Colorado resident for 33 years. Management experience in criminal justice and the resort industry. Founded a community-based nonprofit for rural youth. Past trustee, Middle Park Land Trust, Sustainable Futures Society. Leisure interests include yoga, hiking, wild-flowering, timing sled-dog races and Nordic skiing.

Equinox Consultancy LLC is a nationally certified Woman Business Enterprise

