

# Virginia L. Winter

## **Professional Mission**

To exemplify excellence in strategic advisement, organization development consultation 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 and reported findings to small groups and before public 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

## **Brief Project Examples That Demonstrate the Diversity of My Experience**

### Colorado Dept of Education, Denver, CO (prior to 2018, ongoing and presently (2023))

Project management, group development and meeting facilitation services for the Office of Facility Schools Model Work Group in re: Senate Bill 21-274, with Report to the Colorado Legislature, Joint Budget Committee. Organization development, strategic planning & process facilitator / coach for Director and Preschool Team. Services currently being delivered in person and via Zoom (remotely video conferencing). Transition management consulting for restructuring of the workplace; & Diversity, Equity and Inclusion staff dialogue(s).

### UCD College of Architecture and Planning, Department of Urban and Regional Planning, Denver, CO (2022)

Strategic planning design and meeting facilitation services for Chair and Faculty of this Department.

### Leave No Trace, Center for Outdoor Ethics, Boulder, CO (2019-2020)

Organization development and facilitative leadership services for Board and Staff. Members engaged in dialogue and planning work to complete the 2020 Strategic Plan. Services were delivered in person and via Zoom (remote video conferencing) to complete this ten month project and revitalize 'The Center' in its 25th year.

### Colorado Dept. of Human Services, Office of Early Childhood + Dept. of Education, Denver, CO (2018 -2020)

Early Intervention Evaluation Interagency Work Group - Collaborative leadership consultation and active facilitation during the completion of the formal agreement, (Ref: 18 HB 1333) meeting design and facilitation of stakeholder events; 1 year + 4 months.

### Eco-Products, Inc., Boulder, CO (2019)

Management planning retreat design and facilitation, leadership development training. 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 and Executive Staff strategic planning; two separate cycles. Staff training and development to set objectives and work plans in alignment with Board revised Mission and Executive Goal setting.

CoorsTek, Golden, CO

Professional development Coach to Plant Manager and Environmental Health and Safety (EHS) Manager. One Plant certified to ISO 14001 Environmental Management System in 2017 during the term of my services. Corporate advisement on system implementation and organizational change.

PEAK Parent Center, Colorado Springs, CO

Strategic planning with the Staff and Board of this 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 regarding organization redesign, succession planning and internal leadership team development. Training and experiential skill development and practice in dialogic conversation as a 'tool' for the learning.

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.

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.

***Selected Education and Training***

- BA Degree, Liberal Arts, Wells College, Aurora, NY Major: “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)

***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 in 1977 and lived on both sides of the Continental Divide. Founding board member of the Colorado Headwaters Land Trust (Grand County). Active outdoorswoman. Member Sierra Club, Indian Peaks Group, Boulder County Audubon Chapter. Recreational interests: yoga, hiking, canoeing, cycling and Nordic skiing.