



## Terri Stockton Foulks, SPHR, MSW

Terri Stockton Foulks is a strategic business leader, executive coach, and change facilitator with nearly 20 years of experience across the financial, healthcare, and nonprofit sectors. She has supported major transformations at organizations including American Express, Make-A-Wish America, and Atrium Health. Terri develops talent at all levels — from the C-suite to emerging leaders — and she knows that the best leadership is a "clever mix of art, science, and a dash of fun."

### Background & Industry Experience

Terri partners with organizations to navigate transformational change, elevate leadership development, and execute enterprise-wide initiatives that deliver meaningful impact. She brings a unique blend of expertise in leading complex technological change—including system adoptions, digital transformation, and AI integration—while cultivating leadership capacity. Her approach balances business imperatives with human-centered strategies—enabling successful outcomes in acquisitions, talent development, and cultural transformation while fostering deep engagement and strategic alignment. Terri empowers teams to move confidently from vision to execution with clarity and cohesion.

### Core Expertise

- Translating high-level goals into actionable metrics and clear ownership
- Driving team alignment through open communication and feedback loops
- Leading technology-driven change initiatives, including system implementations and AI adoption
- Leveraging tools such as 360 assessments and MBTI to enhance self-awareness and team dynamics

### Facilitation & Coaching Approach

Terri's facilitation style is thoughtful, inclusive, and outcomes-driven. Grounded in clarity and collaboration, her sessions foster alignment, spark meaningful dialogue, and translate ideas into actionable next steps. She creates spaces where every voice is heard and individual insights contribute to collective success. Her coaching is not just about guiding conversations—it's about catalyzing clarity, commitment, and ownership.

### Recent Leadership & Coaching Highlights

- Coached a CEO to articulate a compelling leadership vision for strategic planning
- Guided enterprise leaders through culture-building initiatives, improving engagement and values integration
- Co-facilitated new leader assimilation and check-ins for mid-level leaders
- Designed and led a Goal Alignment Workshop for a cross-functional leadership team, aligning initiatives with strategic objectives
- Provided targeted C-suite coaching on leading large-scale organizational change, including technology adoption and AI-driven strategies

### Education

Master of Arts – Counseling & Industrial/Organizational Psychology, Radford University

Master of Social Work (MSW) – Organization & Community Development, The Ohio State University

Bachelor of Science – Psychology & Criminal Justice, Radford University

