



Virginia L. Winter, Adjunct Consultant & Trainer
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Originally from the Adirondack Mountains of New York State, Virginia resides in Boulder, Colorado. In 1989 Virginia founded Equinox Consultancy LLC, a nationally certified WBE (woman-owned enterprise) serving commercial, non-profit (NGO) and public sector clients. Today, Virginia has a symbiotic alliance with BrownFlynn and BrownFlynn Learning to partner in the delivery of GRI training and strategic sustainability consulting.

Virginia has served a diversity of clients: Fortune 100/500 Food & Beverage, and manufacturing companies, high-tech firms, health care corporations, world-class resorts and hotels, universities, foundations, trade associations, 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 and 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-range cultural change or short-run group development. Virginia is frequently asked to custom design work agendas that foster meaningful engagement, collaborative decision-making or action planning that integrates post-event accountability.

Core competencies include: environmental and social governance (ESG), strategic planning, organizational learning, environmental/sustainability strategy, corporate responsibility, management systems, external reporting and internal communications, stakeholder dialogue and strategic engagement, change leadership and innovation.

Recent engagements include - coaching senior managers on the organizational change aspects of CR governance & the launch of steering committees; integrating CR strategy with existing business goals, processes and mgmt. systems; facilitating cross-functional groups as they develop sustainability goals & metrics (employee engagement, supply chain, water, waste and energy/carbon tracking); facilitating work teams analyzing CSR risk & opportunities, assessing and mapping stakeholders & creating a real-time sustainability vision, strategy and 'roadmap.' Virginia consistently incorporates organizational learning (system thinking) tools in the design and facilitation of group work approaches to corporate responsibility and environmental stewardship.

Virginia created the "Environmental Leaders Dialogue" a 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.) She worked for Delta-Oranjewoud's Global Corporate Consultancy as Senior Consultant during 2008-2009.



Virginia's leisure time interests include bikram yoga, hiking, wild-flowering, timing sled-dog races, art, travel and Nordic skiing.

Community Engagement

- Board trustee of the Colorado Council of Mediators & Mediation Organizations, the Middle Park Land Conservancy and the Sustainable Futures Society
- Founder and past (10 year) Trustee - Grand County Resources For Youth (G-CRY)
- Net Impact - Denver Professional Chapter
- Global Reporting Initiative Network
- International Association for Public Participation (IAP2)
- National Center for Dialogue and Deliberation
- CORE - Connecting Organizations for a Responsible Economy