

Sandra Ford Walston, The Courage Expert, is the innovator of StuckThinking™ and principal of a 16-year-old learning and organizational effectiveness consulting firm. With thirteen years of original research in integrating courage behaviors, courage leadership, women's courage and non-gender integral levels of courage consciousness, Sandra focuses on the traps and tricks of the human condition. She believes that integrating courage actions at work leads to a more naturally propelled and happy employee, resulting in reduced attrition and improved bottom-line performance. She has found that there is a direct correlation between the organization's success quotient and its courage quotient.

Ms. Walston has trained over 3,000 individuals and customized skill-based training programs including webinars and teleclasses for major associations and *Fortune* 500 companies, including Caterpillar, Inc., Procter & Gamble, Hitachi Consulting, Qwest, Hensel Phelps, IBM, Wide Open West, Nolte Engineers, and Farmers Insurance. With over eleven years of experience with finance professionals, she instructs for the University of Denver Graduate Tax Program Continuing Professional Education courses such as "Courage Leadership: Do You Demonstrate It or Are You Stuck?" and she formerly taught for the Colorado Society of CPAs. She is the internationally published author of bestseller *COURAGE: The Heart and Spirit of Every Woman* (Greece and Brazil), endorsed by Marianne Williamson, Jack Canfield, Harriet Rubin and Neale Donald Walsch, to name a few. Her second book is about courage consciousness actions at work that become stalled in StuckThinking™. It is agent represented.

Ms. Walston's articles have been featured in *Chief Learning Officer*, *Training & Development*, *HR Matters*, Malaysia, *Zig Ziglar's Newsletter*, *Personal Excellence: The Magazine of Life Leadership* and *Strategic Finance*. She is certified in the Enneagram, a system of understanding nine different personality types and the Myers-Briggs Type Indicator®. She is a Newfield Network Coach, and she is a candidate for an Honorary Doctorate Degree.

Highlighted Achievements:

- **Denver Health and Hospitals** – Designed and delivered over a year intellectual capital programs on self-directed teams and adult self-directed learners to enhance collaboration and support cross-functional teams to provide the best care possible.
- **Qwest** – Designed and delivered a series of intellectual capital programs for migrating teams across the country using the Myers-Briggs Type Indicator® as a baseline to flow in and out of team assignments with few breakdowns and still retain quality standards through self-aware collaboration and revenue projections.
- **Wide Open West** – Designed and delivered a series of Enneagram leadership programs that merged the national leadership team members' courage leadership behavior patterns. Assessed and defined the courageous intentions to achieve revenue projections.
- **All Care** – Designed and delivered intellectual capital to bridge the communication and time management preferences between clinical and non-clinical departments to achieve increased revenue, improve retention and morale. Coached the President/CEO.

- **Nolte Engineering Associates** – Designed and delivered an Enneagram program for principals and spouses.
- **IBM** – Presented intellectual courage research called “Courage Leadership: Making It *Work* for You!” to the top executive women at their annual conference.

Areas of expertise include:

Courage Leadership and StuckThinking™ Facilitator * Executive Coaching * Team and Organizational Effectiveness * Assessing Organizations’ Level of Courage Consciousness * Building an Organization Spirited in Courage Leadership * Implementing the “Language of Courage” * Adult Self-Directed Learning * Certified in the Enneagram and Myers Briggs Type Indicator®