

Business Bio for Sandra Ford Walston

[Sandra Ford Walston](#), The Courage Expert, is the innovator of [StuckThinking™](#) and principal of a 17-year-old learning and organizational effectiveness consulting firm. With thirteen years of original research in integrating courage behaviors, courageous 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, increased team effectiveness and improved bottom-line performance. She has found that there is a direct correlation between the organization's courage quotient and success as it relates to ethical behaviors.

Ms. Walston is an internationally recognized speaker on courageous leadership and she has trained over 4,000 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, US Bank, Nolte Engineers, Wyoming Public Nurses, DIA, Auburn University, Institute of Management Accountants, and Farmers Insurance.

With over thirteen years of experience with finance professionals, and a former Vice President Private Banking, she instructs for the University of Denver Graduate Tax Program courses such as “Courage Leadership: Do You Demonstrate It or Are You Stuck?.” She previously 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 and follow-up to [COURAGE](#), [STUCK 12 Steps Up the Leadership Ladder](#) (2010), is about courage consciousness actions at work that become stalled in StuckThinking™, and her third book, [FACE IT! 12 Obstacles that Hold You Back on the Job](#) (2011), is not about how to get a job, but about learning to use courageous techniques to overcome work-related obstacles—things like uncertainty, intimidation, denial, apathy and self-doubt. The premise of this book is that we can change our behaviors when given the necessary tools to take the steps to grow and progress toward a courageous life.

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](#).

Partial List of Highlighted Achievements (letters of recommendation available upon request):

- **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.

This project yielded accelerated synergistic production and increased team effectiveness.

- **Qwest** – Designed and delivered a series of intellectual capital programs for migrating teams with cross-functional representation across the country. The requested I apply the Myers-Briggs Type Indicator® as a baseline to flow in and out of team assignments. The teams applied self-awareness to collaborate which diminished breakdowns and misunderstandings, retained/increased quality standards 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. Integrating courageous leadership and the Enneagram, team effectiveness increased and yielded greater efficiency.
- **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 to improve morale and applied the five linguistic speech acts as a cross-department communication tool.
- **Nolte Engineering Associates** – Designed and delivered an Enneagram program for principals and spouses that highlighted the diverse worldviews and increased principal awareness.
- **IBM** – Presented intellectual courage research called “Courage Leadership: Making It *Work* for You!” to the top executive women at their annual conference. This presentation yielded an understanding of the feminine behaviors of courage that could be applied immediately.
- **Career Service Authority (City and County of Denver)** – Designed and delivered a series of training programs including designing and presenting four programs (out of thirteen) to the managers' training series. This generated increased team effectiveness and unity.
- **US Bank** – Custom designed and delivered a program called “Human Dimensions: Maximizing Individual Talents in the Workplace Applying the Myers-Briggs Type Indicator®.” This united the team and opened lenses to understand the human condition as it related to the internal and external customer.

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®
Sandra can be reached at www.sandrawalston.com.