

## Business Bio for Sandra Ford Walston

[Sandra Ford Walston](#), The Courage Expert, is the innovator of [StuckThinking™](#) and principal of a 20- year-old human potential consulting firm. With over twenty 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 self-fulfilled 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.

Featured on the speaker circuit as witty, provocative, concrete and insightful, Ms. Walston has sparked positive change in the lives of thousands of leaders each year. Sandra also provides skills-based programs for some of the most respected public and private blue-chip businesses and organizations in the world, including Caterpillar, Inc., Procter & Gamble, Hitachi Consulting, Agrium (Calgary), IBM, Hensel Phelps, IBM, Wide Open West, US Bank, Nolte Engineers, Wyoming Public Nurses, DIA, Auburn University, Xanterra Parks & Resorts®, Institute of Management Accountants, Colorado Assessors, Internal Auditors, Healthcare Association of New York State, Women in Mining (Saskatoon), and Farmers Insurance. She has trained on a variety of topics over 5,000 individuals and customized skill-based training programs including webinars and teleclasses.

With over twenty years of experience with finance professionals, and a former Vice President Private Banking, she instructed at the University of Denver Graduate Tax Program courses such as “Courageous Leadership—An INside Job!”

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](#), [The COURAGE Difference at Work: A Unique Success Guide for Women](#), is about courage consciousness actions at work that become stalled in StuckThinking™, and her third book, [FACE IT! 12 Courageous Actions that Bring Success at Work and Beyond](#), 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 certified Newfield Network [Coach](#).

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

Sandra Ford Walston, The Courage Expert  
Innovator of StuckThinking™  
[www.sandrawalston.com](http://www.sandrawalston.com)

- **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](http://www.sandrawalston.com).