

Speaker Introduction:

Christina Haxton, is the Founder and Chief Solution-Finder at the Center for Sustainable Strategies who helps business leaders, executives and CEOs STOP the problem of finger-pointing, excuse-making, blaming or tolerating underperformers, otherwise known as **“The COP OUT SYNDROME”** - a persistent problem in companies today which causes client projects to go off the rails, and A players and key employees to walk out the door when they get a better offer.

Their leadership training programs improve a manager's *and their team's* ability to resolve conflict, take ownership of their tasks and projects, step up, take initiative to solve problems and make good decisions with an average of 35% improvement up to 12 months post-training - sustainable change!

Their executive coaching clients report an increase the amount of time they spend taking strategic action (as opposed to fire fighting and babysitting) by at least 30%, but often up to 100% (and reduced hair-pulling by 50%).

And that of course translates to the bottom line. As a result, of their culture change efforts, their clients have increased their top line revenue by as much as 20% within the first 6 months.

Organizations and leaders impacted by their work include:

- Banner Health
- VCA/Antech Corporation
- Encompass Technologies
- Nutrien/Agrium
- CareSynergy

- Colorado State University Veterinary Teaching Hospital
- NOAA
- NSA
- IRS
- Veteran's Administration
- The Denver Broncos

Christina is a speaker and author of numerous articles on the topics of:

- *Developing Millennials Without Tearing Your Hair Out,*
- *Professional Intimacy: The Key to Being a Sustainable Leader,*
- *How Millennials Can Drive Innovation & Improve Your Bottom Line*
and
- Co-Author of ***The Character-Based Leader: Instigating a leadership revolution one person at a time.***