



Cindy Wigglesworth
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Qualifications

- **President and Founder (2000) – Deep Change (formerly Conscious Pursuits)**
 - o Experienced organizational consultant, keynote speaker, training designer and executive coach.
 - o Sample clients: BHP Billiton Petroleum, Whole Foods Market, MD Anderson Cancer Center, The Methodist Hospital System (now on Fortune 100 best employers list), ConocoPhillips, Shell, Williams, Pegasus Logistics, Data Return, imc2, University of Pittsburgh Medical Center, Texas Health Resources
- **Twenty years of experience in Human Resources management at ExxonMobil**
 - o Experienced as a manager, including supervising up to 19 direct reports. Final position: HR Manager, ExxonMobil Coal and Minerals Company. This position had five affiliate HR managers reporting to it, and was responsible for over 6000 employees worldwide.
 - o Project Executive – simultaneously responsible for two \$7 Million dollar projects and three smaller projects while at Exxon Chemical Company Significant experience with Change Management / Organizational Design / Total Quality Management /Business Process Redesign (see attached)
 - o Experienced in all traditional areas of Human Resources: organizational design, training design, training delivery, recruiting, personnel interchange, management development, succession planning, compensation design and administration, benefits administration, incentive planning and administration, labor relations, performance counseling, Equal Employment / Diversity issues
- Expert in multiple intelligences (heavily quoted in *Megatrends 2010*)
- Creator of the SQ21™ Spiritual Intelligence Assessment
- Books:
 - o *SQ21: Twenty-one Skills for Spiritual Intelligence*. SelectBooks. Oct 2012
 - o *Adult Children Who Won't Grow Up*. Contemporary Books May 1989 reprinted as *Grown-Up Children Who Won't Grow Up* by Prima Jan 1994 as Cynthia Graves, co-authored with Dr. Larry Stockman
- Published Articles & Blogs:
 - o *Spiritual Intelligence* – Kosmos Journal 2004
 - o *Why Spiritual Intelligence is Necessary for Mature Leadership* – Integral Leadership Review 2006
 - o *Toward a Theory of Spiritual Intelligence and Spiritual Leader Development* with Dr. Louis W. (Jody) Fry. International Journal on Spirituality and Organization Leadership, Vol. 1, No1, Jan. 2013.
 - o Huffington Post blog - *Spiritual Intelligence*
- Public Speaking credits: Conscious Capitalism CEO Summit, TEDxLowerEastSide, TEDxSonomaCounty, Oprah (as Cynthia Graves), Houston PBS, Fox26News, and numerous radio shows, webinars and conferences

Education

- 1978 BA - Duke University, English and Education (magna cum laude)
- 1979 MA - Duke University, Political Science (3.8 GPA)