



Terri Stockton Foulks
Senior Consultant

Areas of Expertise

Succession Planning • Coaching & Talent Development

Sr. Team Alignment & Vision Setting

Change Leadership

Emotional Intelligence

New Leader Assimilation

Strategic Meeting Design & Facilitation

Client Impact

Executive Succession Planning. Implemented succession plan strategy across US executive leadership team, improving bench strength by 65% with internal talent.

Coach executive leadership. Coached department chair to build a culture of trust and transparency, yielding increased retention and trust with faculty.

Leadership vision and team building. Led K-12 principal and team of 5 through visioning and team building sessions, improving team trust and engagement by 7% (statistically significant)

Consulting/Collaboration. Created first-ever employee onboarding for OSU Child Development Center.

Background

With over 19 years of experience across the corporate, higher education, and nonprofit sectors, Terri Stockton Foulks strives to share her gifts to realize the fullest potential of others while driving strong results. Terri's work begins with contracting with her clients. She focuses on the working relationship along with the vision of success. In her practice, "the relationship" is foundational to delivering the desired outcomes. Terri specializes in supporting the successful delivery of crucial conversations and models this in her work. She believes difficult coaching and leadership discussions can and should be authentic, respectful, and truthful and yield remarkably strong working relationships.

Terri is passionate about consulting and coaching. Some of her clients have included leaders from K-12 educational systems, Environmental Health & Safety professionals across the state of North Carolina, financial services executive leaders, and Chamber of Commences leaders. She has consulted with and trained boards of directors, focusing on strategic planning and board visioning.

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In addition to consulting, Terri has held a wide range of HR leadership positions, including chief human resource officer – where she leads the vision and execution of an organizational people strategy; global change lead and HRBP- where she set the talent agenda and drove the change leadership strategy for a global transformational initiative; director of enterprise learning and organizational development- where she coached faculty leadership across multiple disciplines to build strong teams and develop aligned ways of working; and director of an HR leadership team for a Fortune 500 financial services company- where she led the organizational development team in change management, leadership development, succession planning, new employee orientation, and diversity initiatives.

She has also held an adjunct professorship in psychology at Forsyth Technical Community College. Terri has an undergraduate degree in Psychology and Criminal Justice, a master of arts in Psychology, and a master of social work. She has also attained both SPHR and SHRM-SCP designations. Terri is involved in the community and is currently serving as Board Chair of Dress for Success Winston Salem.



Kairos Insights

Cultivating Healthy Organizations & Capable Leaders