

**Sandra G. Stokes, B.A., B.S.N., M.A.T.**  
Senior Consultant, Learning and Organizational Development

Sandra Stokes has over twenty years of professional service in the health care environment. She works with Vice Presidents and their departments in various capacities, including *Employee Opinion Surveys*, and *New Employee Orientation Program*. Her consultations with clients deal with planned cultural change, employee performance management, coaching, and team building. She is certified as a *Targeted Selection Administrator* and is certified to teach *Technology of Participation*, *Becoming the Totally Responsible Person*, *Crucial Conversations*, and *Benchmarks* (360-degree-feedback instrument). She is also qualified to administer the *MYERS-BRIGGS Type Indicator*. Sandra advocates for employees from Spanish speaking countries and has been featured in *HR Magazine* for the work that UNC Hospitals does in support of this population. She was a co-leader in bringing formal mediation to the Hospitals. Prior to becoming a consultant in Learning and Organizational Development, she practiced cardiac nursing at Duke University Medical Center. She earned her Bachelor of Arts from Campbell University and her Bachelor of Science in Nursing and Master of Arts in Teaching at the University of North Carolina at Chapel Hill. She is a member of the Society of Human Resource Management and the National Council of La Raza.