Judy Foley is a renowned speaker, author, executive and holistic coach, CEO, and founder of The Culture of Trust a company focused on culture, leadership and strategy. She is an expert in culture and author of a book called RETALIATION AT THE HIGHEST LEVEL: Why CEOs, Boards of Directors and HR need to change the culture. She is also the author of Chapter 5: Embracing Change, Transformation and Being Your Authentic Self, in the new book Total Woman. She is certified in Women’s Issues, Diversity and Inclusion through the Professional Women’s Network (PWN), and a member of the PWN International Speakers Bureau. Also, Judy is CEO and founder of Navigate Transformation, a company focused on accelerating growth and achieving competitive advantage through transformational change in Supply Chain, Sourcing, Operations, Leadership and Strategy.

She is an experienced business management executive who has been successful in corporate and consulting environments. Industry sector credentials include global manufacturing, technology, telecommunications, insurance, industrial chemicals, consumer products, automotive, healthcare, nonprofit and consulting to private equity-funded industrial companies and privately-owned businesses. Her credentials include hands-on operational experience working with boards of directors, C-suite executives and leadership teams on strategy, leadership skills, transformation, change management, executive coaching, M&A integrations, process re-engineering, Six Sigma, operations and supply chain.

Active in the community, Judy serves on a number of boards and committees. She is a mentor to college students and consults with entrepreneurs. She worked as a board member at LaunchX Northwestern University summer program that taps into the potential of ambitious high school students, supporting them through the process of launching startups. She finds it exciting to help others achieve their dreams and make our world a better place, as the youth are our future!

Judy is proud to be co-founder and a charter member of The Bridge, a collaborative organization formed with nine C-level executives from major corporations focused on enabling established entrepreneurs to achieve business success. Judy earned her MBA Masters Business Administration with concentration in Operations and Marketing from DePaul University’s Charles H. Kellstadt Graduate School of Business and holds a BS in Business Administration from the University of Wisconsin – Stout. She also completed Lean Six Sigma Green Belt Training at Chicago Deming Association, Six Sigma Master’s Program and certified as a holistic coach through Professional Women’s Network. Participated in Leadership America National and Leadership Women International.
while tolerating disrespectful and hurtful behavior that undermined the stated and documented common vision and values. I was a top performer and was included in a high-performance mentor program where a senior vice president was assigned to mentor me. When I faced some uncomfortable situations with a particular executive, I set some boundaries in a one-on-one discussion, believing I could continue working with this individual. I never expected the outcome that would come from this discussion and how my world would be turned upside down.

I am a survivor of sex discrimination, harassment, and retaliation at a large company. It has taken me nearly 10 years to recover from this experience. My trust in companies was severely impacted by this organization and the leaders that participated in these inappropriate actions. My boss and I had a great business relationship before this, yet I learned very quickly anything can be done if it is supported by the CEO.

RETAILIATION AT THE HIGHEST LEVEL
Why CEOs, Boards of Directors and HR need to Change the Culture.

Have you ever walked into a situation where a person is being belittled or bullied in the workplace? What have you witnessed in the workplace that was uncomfortable, reproachable, or just unacceptable? Have you stepped in or has fear of losing your job stopped you? Did the workplace also promote a common vision and set of values with the goal of enhancing respect and collaboration across the workforce? I was a part of an organization that reflected both aspects of the above behaviors. The company promoted the need for a respectful work culture while tolerating disrespectful and hurtful behavior that undermined the stated and documented common vision and values. I was a top performer and was included in a high-performance mentor program where a senior vice president was assigned to mentor me. When I faced some uncomfortable situations with a particular executive, I set some boundaries in a one-on-one discussion, believing I could continue working with this individual. I never expected the outcome that would come from this discussion and how my world would be turned upside down.

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and leadership. Before this experience, I had never been exposed to such evil in the world and predatory practices. It’s interesting this experience allowed the people who initiated these actions to keep their jobs, while I suffered for “speaking the truth.” I know if I turn my head and do not attempt to change this from happening to others, it will continue. The only way to change this and make a difference is by nurturing a new culture of trust and not allowing these circumstances to be accepted by leadership, CEO’s, boards of directors and leaders in human resources. This is the change we need to see to stop these deeds from reoccurring.

We need to learn the true realities; learn how we must change the current culture and our actions that occur because of these situations. In this book, I share life-changing, career changing and personal impacts on me, my family and life in general. There are tools in this book that will help Board of Directors, CEOs, HR, and corporate management change the way issues are handled to manage their company brand, eliminate bullying and achieve better results. There are tools for employees that have been in this situation, are in this situation or prepare others with signs that this may be an issue within the corporation. I share the lessons learned so you are informed on this subject and will understand what to do.

The year 2017 marked a turning point in the evolution of sexual misconduct. Based upon the combined efforts of “ME TOO” and “TIME’S UP”, two movements, the issues of sexual assault, sexual harassment and inequality in the workplace are beginning to be addressed. Both women and men need to address these concerns and not continue to suffer in silence. The culture of companies and human resource staff focused on company support versus employee advocacy has allowed this silence to permeate and now needs to be resolved for companies to truly become world class. One incident of misconduct does not render a company’s code of ethics misleading, yet a company that states ethical leadership despite knowledge of numerous wrong doing can subject itself to liability under the law.

**Learning Objectives:**

- Learn from my personal story of sex discrimination, harassment and retaliation
- Eliminate and minimize sexual misconduct in the workplace
- Understand impact to individuals, families, brand, stock, employees and company
- Consider views from Psychological Expert, Trauma Expert and Legal Expert on impact for individuals and workplace
- Learn from EEOC Executive Summary and Case of the Superstar Harasser
- Utilize EEOC Best Practices and Chart of Risk factors to Eliminate Harassment in the Workforce for Boards of Directors, CEO and HR
- Utilize lessons learned for individuals going through Sexual Discrimination, Harassment and Retaliation
- Review considerations for Forward Thinking Companies who want to drive Integrity in their Cultures
- How each of us can contribute to the call to action
At different points in our life, change occurs. It could be a change in relationships, family, health, spiritual life, a job or your finances. But how open are we to this change when faced with it? Your ability to embrace the change will ultimately determine your success in managing through this process of on-going change throughout your life. Will the change that you dealing with change who you are for the better, or will the change deviate you from your authentic path in life?

“A common definition of “authenticity” in psychology refers to the attempt to live one’s life according to the needs of one’s inner being, rather than the demands placed on us by society or during one’s early conditioning. ... The call of, and for, authenticity – “be thyself!” An authentic person is more at peace with themselves and with the world, because they’re living the way they want to live, and they don’t care what others think.”

Anonymous

I share the journey of change and transformation after I went through sex discrimination, harassment and retaliation. I address what I went through to achieve authenticity again and use the 4 seasons of life to address this journey. During our time on Earth, each of us passes through 4 seasons of our life metaphorically. We are born, we thrive, we decay, and we die, similar to the natural world during the seasons. The seasons play a larger role in life, and observing the seasons in our life cycle can appear clearer.

Learning Objectives:

- Learn from my personal story of sex discrimination, harassment and retaliation
- Understand how to embrace change, transformation and being your authentic self
- We can each contribute to change by not allowing this type of action

NEW BOOK COMING 2020

Judy Foley is working on her second book called “The Culture of Trust” debuting in the summer of 2020. Her focus will be on interviewing top CEOs and C-level executives for their expertise on creating atmospheres of trust as well as developing best cultures and values in their companies. She is also creating “The Culture of Trust” website which will outline her services in training, consultation and executive coaching as well as presenting best practices, case studies and facts.

“To be authentic, we must cultivate the courage to be imperfect — and vulnerable. We have to believe that we are fundamentally worthy of love and acceptance, just as we are. I’ve learned that there is no better way to invite more grace, gratitude and joy into our lives than by mindfully practicing authenticity.”

— Brené Brown