

**Biography**  
**Candace Thurmond**  
**Managing Director, GrowthSource Incorporated**



An elliptical trainer, a good antique auction and visiting the low country of South Carolina being her favorite pastimes, Candace believes in the importance of continuous development to the overall health of organizations and their people.

In her role as Managing Director, Candace heads up strategic development for GrowthSource and works face-to-face with leaders in the process of blueprinting, executing, evaluating and enhancing strategies and initiatives that maximize an organization's ability to execute strategy.

A key part of Candace's efforts with each client involves helping leaders crystallize GrowthSource methodologies into concrete processes and tools for generating organizational change. She helps them establish strategic priorities and strengthen employee engagement by improving their abilities to lead and mentor others.

Candace says that "leadership is all about getting work done through other people. How an organization performs reflects the depth, breadth and behaviors of its people. Managers, as leaders, must constantly find avenues for common benefit and understanding if they are to be truly effective in generating results."

She believes that her work is all about influencing business outcomes by creating relationships one person at a time in ways that achieve a mutual benefit.

Candace brings over 26 years experience in business leadership. Prior to joining GrowthSource, Candace served as Director of Leadership Process for the Technologies Division of American Express Financial Advisors (now Ameriprise Financial). She has also held leadership and management positions in Life Underwriting, Mutual Fund Service, Regional Call Centers, Banking, and Retail.

A certified DiSC® Trainer and Qualified Administrator for the Myers-Briggs Type Indicator (MBTI), Candace holds a B.A. from the University of South Carolina, Columbia, South Carolina, and an MBA from Texas A&M University, Kingsville, Texas.