

Darrylyn Swift's Bio

Darrylyn Swift, with over 30 years of experience, has expertise in developing leadership and management strategies with a keen focus on Diversity, Equity, Inclusion. Thru conducting assessments, developing strategic plans, providing leadership guidance and developing project plans and training, she helps leaders transform their culture by creating and sustaining an inclusive and equitable workplace where belonging and humanity thrive. Her strategy, training and coaching platform shares tools, strategies, and tips that improve interpersonal, business and leadership skills, emphasizing how to build, sustain and drive a diverse workforce where acceptance and value becomes the norm. Her work in the diversity arena addresses the main drivers that help people see the VALUE of accepting, leveraging and celebrating different identities and ideologies. She digs deep into the cause and effect of people's personal beliefs and feelings, their origin, as well as historical inequities and their impact on today's society.

As a former senior manager at Deloitte for more than 10 years, Darrylyn's specific area of expertise in organizational assessments and training covers more than theory, she helps organizations uncover and rediscover the roadblocks to successful identification and implementation of company programs. Darrylyn's theoretical and empirical work in the study of DEI led her to realize that the approach most companies are taking and the lens by which we're addressing diversity, equity, inclusion and justice, has not been effective or efficient and we MUST approach things differently. She leads clients to develop customized action plans to focus on the key challenges they, the team/organization may face, especially in utilizing diversity, equity, inclusion and justice tools.

As organizations and society become more diverse, and misunderstanding, conflicts, tensions AND people's desire to understand grows, Darrylyn's approach to meet the psychological and emotional needs of individuals effectively moves people to reach a level where there is understanding, acceptance and value. To assist organizations in gaining a deeper understanding of culture building, DEI tools, and how to shift perspectives, she first answers the questions, "what is the value in diversity", "what are the barriers met on a personal, team, and organizational level", and, "how does it impact my organization and the community around us."

Darrylyn's experience includes:

- Diversity and Leadership Strategist, PremierOD
- Senior Manager of Service Quality, Deloitte
- Regional Service Manager, National Linen Service

Education and Certifications:

- Bachelor of Art, Organizational Business Development, University of Central Missouri
- Executive Leadership Program, Harvard University
- Business Management Essentials, Harvard University
- Certified Coach, Trainer, Public Speaker, John Maxwell Team