

## Intercultural Development Inventory (IDI) Assessor



**Linda DeLavallade**

Cross Cultural Consulting  
Principal Consultant

Linda is a seasoned Diversity & Inclusion Practitioner who specializes in building cross-cultural competence skills through the administration of cultural assessments and experiential activity training. Linda partners with corporations and organizations to introduce or further build their cultural competence skills needed to navigate successful interactions with diverse colleagues, clients, and customers. She is a seasoned Qualified Administrator of the Intercultural Development Inventory™ (IDI) which is a valid psychometric instrument that measures subjective culture in how an individual believes they come across vs. how they react to cultural differences and/or commonalities.

Her consultant client list includes Hyatt Global Corporate, Northwestern University Kellogg School of Management, RUSH Presbyterian Hospital, YMCA Global, Civic Consulting Alliance, Language, Culture, Worldwide, Leadership Greater Chicago, and many others.

Linda holds a bachelor's degree from Roosevelt University.

## Hogan Assessor



**Guy Summers**

Founder and Principal  
Farrell Group, L.L.C

Guy Summers is an executive coach and consultant. He is the founder and principal of Farrell Group, L.L.C. Guy is responsible for the sales, marketing, and operations of the company. The firm was founded in Chicago in January of 2000.

Guy has over 30 years in leadership, management, and professional development. His experience includes 24 years in the financial services industry, including 20 years in commercial and personal banking at Northern Trust Company in Chicago.

Farrell Group, L.L.C. provides performance improvement services to organizations in the corporate, educational, non-profit, and government arenas. The company works with individuals and teams on enhancing productivity, developing more effective relationships, and attaining high performance. Farrell Group offers executive coaching, training, and organizational consulting services.

The company has developed a self-awareness and social awareness discovery process that utilizes assessments, interviews, meetings, and personal observations. Guy's coaching work centers on emotional intelligence competencies that contribute to star performance. Farrell Group, L.L.C.'s consulting work is concentrated in the areas of leadership, management, communications and teamwork.

Guy earned an MBA at the Illinois Institute of Technology in Chicago and a Bachelor of Urban Planning from the University of Illinois in Urbana. Guy is certified by the International Coach Federation (Professional Certified Coach), the College of Executive Coaching (Certified Personal and Executive Coach), and the Center for Creative Leadership (Adjunct Executive Coach).

## Building a Culture of Collaboration – Academic Session



**Adam Galinsky**

Paul Calello Professor of Leadership and Ethics  
Columbia Business School

Adam Galinsky is currently the Paul Calello Professor of Leadership and Ethics at the Columbia Business School. Professor Galinsky has published more than 200 scientific articles and co-authored the bestselling book, *Friend & Foe* (Penguin Random House, 2015). His TED Talk, *How to Speak Up for Yourself*, is one of the most popular of all time with over 6.7 million views. Poets&Quants selected him as one of the World's 50 Best B-School Professors (2012).

Professor Galinsky has consulted with and conducted executive workshops for hundreds of clients across the globe, including Fortune 100 firms, non-profits, and national governments. He has been an expert in numerous legal cases involving defamation, worker compensation, and privacy, including the sole expert witness in a 2006 defamation trial that awarded the plaintiff \$37M in damages. He is the Executive and Associate Producer on many award-winning documentaries, including two, *Horns and Halos* (2003) and *Battle for Brooklyn* (2011), which were short-listed (final 15) for Best Documentary at the Academy Awards.

## Emotional Intelligence - Workshop



**Erika Walker**

President & CEO

The Walker Thomas Group

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For entrepreneurs, executives and professionals, Erika Walker brings a wealth of experience to her clients. As President and CEO of The Walker Thomas Group, she has earned a stellar reputation for engaging public speaking, experiential facilitation, meaningful coaching, and practical consulting. Erika also has an in-depth understanding of diversity and inclusive intelligence with a passion for addressing women's issues in both business and society.

Erika is a native Chicagoan with over 24 years of professional experience providing consulting and facilitation to a variety of small businesses, Fortune 500 companies, colleges/universities and municipalities. She is the author of *A Woman's Vault* and partner in a whole person health platform.

Prior to The Walker Thomas Group, Erika was Vice President of The Kaleidoscope Group, a niche diversity consulting firm and has held multiple consulting positions with Aon Hewitt, one of the leading human resource consulting firms in the world. Her work has provided opportunities to work with entrepreneurs, C-level executives, HR managers, and external partners. Erika has designed gender and diversity strategies, conducted cultural assessments, global learning strategies, and addressed attraction and retention issues for general and diverse populations. She has delivered solutions to clients throughout North America, Europe, Latin America, and Asia. She is certified to administer Myers-Briggs, DiSC and is a certified coach.

Erika is passionate about people, especially women and children. She is Ambassador at Large for Gender Equality for the Foundation for the Support of the United Nations, has served on the Board of Directors for Court Appointed Special Advocates (CASA), and was the most recent President of the Board of We Will, an organization that helps women and children become a part of the Legislative process. Erika wrote her first Bill, HB4454, requiring all elected officials in Illinois to participate in a Diversity Awareness in-person training class. She launched the R3 Movement to Reunite, Reconcile, and Reimage a future that works for everyone. Erika attended Howard University, Lake Forest Graduate School of Management and is a member of Alpha Kappa Alpha Sorority, Incorporated.

## Cross-Cultural Communication – Academic Session



**Dr. Heather Caruso**

Assistant Dean, Equity, Diversity, and Inclusion  
UCLA Anderson School of Management

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Heather Caruso is a faculty member and assistant dean at the UCLA Anderson School of Management, with a passion for helping people to grow, inspire, and work effectively together. This passion emerged most intensely during her years as an engineer and executive in a multinational Silicon Valley startup. There, she observed several fascinating ways in which interpersonal problems in diverse firms can derail even the most talented teams and employees, while effective collaboration raises workforce contributions to new heights. As a result of these experiences, Heather decided to devote herself to helping organizations—especially those with diverse workforces—achieve the latter benefits, leaving her position as Director of Engineering to do her A.M. in Social Psychology and her Ph.D. in Organizational Behavior - Social Psychology, both at Harvard.

## The Subtleties of Inclusion and Exclusion - Workshop



**Andrés Tapia**

Senior Client Partner  
Korn Ferry

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Andrés Tapia is a senior client partner at Korn Ferry and the consulting firm's global diversity and inclusion strategist. He has been one of the leading voices in shaping a contemporary, next-generation approach to diversity and inclusion. That approach is global, deeply integrated into talent systems, and focused on enabling marketplace success. He got his start in D&I as the first ever Chief Diversity Officer at Hewitt Associates and after that was the President of Diversity Best Practices.

Throughout Europe, Asia, North America and his native Latin America, Andrés has helped clients shape enterprise-wide diversity and inclusion business cases and strategies. He has done that work in a wide range of industries—including financial services, technology, health care, retail, manufacturing, government, education, and the nonprofit sector—with dozens of Global 500 organizations as well as non-U.S. multinationals in Brazil, South Korea, and India.

He is also the author of *The Inclusion Paradox: The Obama Era and the Transformation of Global Diversity*, and the co-author of *Auténtico: The Definitive Guide to Latino Career Success* and of the recently released *The 5 Disciplines of Inclusive Leadership: Unleashing the Power of All of Us*.

## Diversity Leadership – Academic Session



**Dr. Aviva Legatt, PCC**

Founder

Ivy Insight Group LLC

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As an executive coach and college consultant, Dr. Legatt supports clients of all ages to achieve critical life and work objectives. In executive coaching for groups, teams, and individuals, coaches complete measurable and attainable goals; get support in career and life transitions; and improve operational and financial efficiency. As Affiliated Faculty at the University of Pennsylvania in Organizational Dynamics, Dr. Legatt teaches one course on confronting bias in teams and organizations and one on building high-performing teams. Versions of these courses have been taken by thousands of learners on Coursera and recognized by Poets&Quants as a “Best Business Course.” For college consulting, using Dr. Legatt’s Ivy League admissions committee and all-around college expertise, students complete meaningful extracurricular activities; manage time effectively; and create an optimal college application strategy for admission to top-tier colleges. As a *Forbes* Senior Contributor, which recognizes the top 2% of *Forbes* Contributors, Dr. Legatt has had the honor of covering current higher education issues and interviewing U.S. leaders including *New York Times* bestselling author Adam Grant, Olympic Gold gymnast Simone Biles, PBS host Henry Louis Gates, Hamilton director Thomas Kail, and Pitch Perfect’s Deke Sharon. Dr. Legatt lives in the Philadelphia area with her husband and two young sons.

## Managing Change and Personal Transitions – Workshop



**Jeff Chan**

Founder and Managing Director

Chan Management Consulting

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Jeff Chan is Founder and Managing Director of Chan Management Consulting, founded in 2006 as a specialty management consulting firm working with leaders to significantly improve organizational performance. Jeff consults with leaders in the areas of Organizational Improvement and Transformation, Change Adoption & Acceleration, Strategy Development and Execution, Culture Change, Organization Design, Process Redesign, and Measures I Scorecard Development.

Jeff has a Master’s in Labor and Industrial Relations with an emphasis in Organization Development from Michigan State University.