

## FACULTY

### CORPORATE GUIDES

#### Intercultural Development Inventory (IDI) Assessor



Linda DeLavallade  
Principal Consultant  
Building Cultural Skills, LLC

Linda is a seasoned Diversity & Inclusion Practitioner. She 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. Employees need these competence skills to navigate successful interactions with diverse colleagues, clients, and customers. She is a seasoned Qualified Administrator of the Intercultural Development Inventory™ (IDI). This 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. Linda holds a bachelor's degree from Roosevelt University.

#### Building a Culture of Collaboration – Academic Session



Angela Cobb  
Founder and CEO  
Forsten Partners LLC

Angela Cobb works with education organizations and social enterprises to create positive change in the world. Her 25-year career spans a myriad of social issues in the public and private sectors. Angela is currently Founder and CEO of Forsten Partners, LLC. Angela is an expert in driving positive organizational change through strong leadership with a lens to expand opportunity for all to succeed. She also has extensive experience launching and leading large-scale initiatives and social impact ventures. Angela received her MBA from Northwestern University's Kellogg School of Management. She is also graduate of the University of Notre Dame where she received a B.B.A. in Accounting.

## Emotional Intelligence – Workshop



**Erika Walker**  
President & CEO  
The Walker Thomas Group

For entrepreneurs, executives and professionals, Erika Walker brings a wealth of experience to her clients. She is President and CEO of The Walker Thomas Group. Erika has earned a stellar reputation for engaging public speaking, experiential facilitation, meaningful coaching, and practical consulting. She also possesses an in-depth understanding of inclusive intelligence and cultural fluency. Erika has a passion for addressing women's issues in both business and society. She has delivered solutions to clients throughout North America, Europe, Latin America, and Asia. Erika holds certifications in the Myers-Briggs assessment and DiSC personality testing, and she is an ICF-certified coach. She launched the R3 Movement to Reunite, Reconcile, and Reimage a future that works for everyone.

## Cross-Cultural Communication- Academic Session



**Dr. Veronica Appleton, Ph.D.**  
Organizational Theory & Corporate Intercultural Communications  
DePaul University

Dr. Veronica Appleton is a scholar, media executive, and children's author. She is a member of the part-time faculty team for DePaul University College of Communication and School of Continuing Professional Studies. Dr. Appleton has served as keynote speaker and curriculum designer for some of the world's largest Fortune 500 organizations. She believes educating the future is an essential strategy for building equity in communities and systems at large. Crain's Business and Diversity Journal's and Top Professionals in Higher Education have both recognized Dr. Appleton's work. Currently, Dr. Appleton serves as a scholar-practitioner, holding professional roles within the corporate sector and in academia.

## Subtleties of Inclusion and Exclusion- Workshop



**Andrés T. Tapia**  
President & Founder  
Andrés Tapia Strategy Group

Andrés Tapia is a globally recognized DEI and culture strategist. He is the Founder of Andrés Tapia Strategy Group and has served as a Councilmember for Highland Park, IL. Andrés has more than 20 years of experience advising Fortune 500 companies, nonprofits, and civic institutions. He brings deep expertise at the intersection of power, privilege, equity, and belonging. As the President and Founder of Andrés Tapia Strategy Group, he advises organizations on navigating disruption, transforming culture, and aligning leadership with purpose. Andrés delivers a strategic, grounded presence and has the rare ability to guide leaders into bold, transformative dialogue. He meets audiences where they are, then helps them move from understanding to action.

## Inclusive Leadership- Academic Session



**Dr. Vernon Johnson**

Senior Director  
CIBC Bank USA

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Dr. Vernon Johnson is an accomplished, results-oriented professional with firsthand experience in fostering equitable environments, program coordination, and organizational leadership within community health. He has a certificate in Diversity and Inclusion from Cornell University. Dr. Johnson received his doctorate in organizational leadership at the Chicago School of Professional Psychology. His dissertation focused on women of color in STEM careers and their barriers and supports through an intergenerational lens. Dr. Johnson currently leads inclusion and regulatory efforts for CIBC Bank USA as a Managing Director. He is a proven expert in providing strategic counsel on equitable practices, professional development, and the cultivation of an inclusive organizational culture.

## Managing Organizational Change and Personal Transitions- Workshop



**Jim Egan**

OCM Consultant  
James Egan & Company

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Jim brings more than 30 years of OCM and change communication experience, both on the agency side and within the corporate world. He has served in senior executive roles overseeing organizational change management and communications. Jim is a Certified Change Management Professional with the ACMP. He provides clients with consulting, coaching, and training on how to develop and execute inspiring change programs. These programs build unifying belief, foster shared ownership, personal accountability, and deliver better business results. His change experience includes global acquisitions and mergers, IPOs, business model transformations, organization culture, and operating model changes. He also has experience in enterprise-wide implementation.