



## FACULTY FELLOW

### Intercultural Development Inventory (IDI) Assessor



**Valerie J. Van Meter**  
Diversity and Inclusion Consultant  
CEO  
Parity Partners, LLP

Valerie brings a wealth of expertise as a Certified Diversity Executive, an NACD Governance Fellow, and a Qualified Administrator for the Intercultural Development Inventory. She was with the Federal Reserve Bank of Chicago for 24 years. Valerie has held various management positions in Central Bank Services, and the Customer Relations & Support Office. She also served as the Bank's first Chief Diversity Officer, Chief Financial Officer, and Secretary to the Conference of Presidents. Valerie co-founded the Financial Services Pipeline Initiative (FSP). FSP is a funders collaborative dedicated to increasing the representation of Latinos and African Americans, at all levels, within the Chicago-area financial services industry.

### Navigating Organizational Culture – Academic Session



**Nicholas A. Pearce, Ph.D.**  
Professor, Kellogg School of Management  
CEO, The Vocati Group

Dr. Nicholas Pearce is an award-winning professor of management and organization at the Northwestern University Kellogg School of Management. He is a scholar, speaker, entrepreneur, and pastor. Dr. Pearce is the founder and chief executive officer of The Vocati Group, a boutique global executive advisory consultancy. He is the author of *The Purpose Path: A Guide to Pursuing Your Authentic Life's Work* (St. Martin's Press). Before coming to Kellogg, Dr. Pearce worked in Deloitte Consulting's human capital practice. Dr. Pearce holds M.S. and Ph.D. degrees from the Kellogg School of Management at Northwestern University and the S.B. in Chemical Engineering & Management from Massachusetts Institute of Technology.



## 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. 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.

## Receiving Feedback/Coping with Setbacks – Academic Session



**Klint Kendrick, PhD, SPHR**

Chair

HR Mergers & Acquisitions Roundtable

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Dr. Klint Kendrick is a leading expert in HR M&A, workforce strategy, and AI integration. He is Chair of the HR M&A Roundtable and author of *The HR Practitioner's Guide to Mergers & Acquisitions Due Diligence*. Dr. Klint Kendrick has been trusted by executives, boards, and investors to bring clarity when things are messy, and translating complexity into action. He has helped organizations move through high stakes change without losing momentum or credibility. Today, Klint teaches HR's role in M&A at NYU and chairs the HR M&A Roundtable. He also works with large enterprises to stand up or restart HR M&A capabilities, building governance and operating models that let teams scale deal activity without reinventing the work each time.

## Subtleties of Inclusion and Exclusion-Workshop



**Andrés T. Tapia**

President & Founder

Andrés Tapia Strategy Group

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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.

## Negotiation and Conflict Management- Academic Session



**Janine Hill, PhD**  
Founder and President  
Soar Strategies, Inc.

Janine Hill is the President of Soar Strategies, a coaching and consulting firm she founded in 2017. The firm's mission is to strengthen program, policy, and organizational development in the social good sector. Janine is certified as a Professional Certified Coach (PCC) and a Certified Professional Co-Active Coach (CPCC). As a consultant, Janine supports clients with assessments, facilitates cultural humility and implicit bias workshops. She guides leadership teams in strengthening governance, strategy, and organizational health. Janine also serves as an adjunct lecturer and coach at the Center of Excellence in Maternal and Child Health at UIC SPH.

## Managing Organizational Change and Personal Transitions- Workshop



**Jim Egan**  
OCM Consultant  
James Egan & Company

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 system implementations.