

Strategic Facilitation

Designing and facilitating high-stakes conversations where alignment, trust, and clarity matter. Some conversations are too important to leave unstructured.

WHAT THIS IS

A trusted hand for the conversations
that determine what happens next.

Leadership teams, boards, and senior groups regularly face conversations where the stakes are high and the dynamics are complicated. Strategy offsites. Succession decisions. Post-merger integration sessions. Conversations about culture that have been avoided for too long. DAS designs and facilitates these sessions so the right things get said, the right decisions get made, and the room leaves more aligned than it arrived.

WHERE THIS WORK SHOWS UP

- ✓ Leadership team offsites and strategy sessions
- ✓ Post-merger and post-acquisition integration conversations
- ✓ Succession planning and leadership transition discussions
- ✓ Conversations about culture, accountability, or trust that have stalled

WHAT MAKES IT DIFFERENT

DAS does not facilitate generic workshops. Every session is designed around the specific human system in the room, the patterns that have kept the group stuck, and the threshold the group is actually facing. The facilitator's job is to create the conditions for a stronger conversation than the group could create on its own.

WHO THIS IS FOR

Executive Leadership Teams

Boards and Governance Committees

Post-Merger Integration Teams

CHROs Navigating High-Stakes Change

“ What stood out was how he brought frameworks, fresh perspectives, and thoughtful challenges that pushed my leadership forward in real, practical ways.

Dr. James Areago

Liberty Mutual Insurance

THE PRACTITIONER



Darryl Smith

Founder and CEO

30 years of enterprise leadership transformation work. **Senior Client Partner, Korn Ferry, 19 years.** Architect of the Leadership Threshold Practice. Partners with FMG Leading. Certified: IDI Qualified Administrator, Enneagram, CharacterGPS®, APCT, Executive Coach, Georgetown Power and Influence.

TRUSTED BY

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Million Dollar Round Table · Northwestern Medicine

THE DAS PROMISE

We promise to help you see more clearly, challenge with care, and tell the truth with respect.

What conversation has your team been avoiding?

Let's talk about the session you need, who needs to be in the room, and what a stronger outcome would look like.

START THE CONVERSATION

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