

Transformation Advisory

Trusted thought partnership for executives navigating complexity, change, and transformation.

WHAT THIS IS

Not a project team. *A standing relationship.*

An ongoing thinking partner for executives navigating complexity, change, and transformation. This is not consulting in the traditional sense. There are no deliverables, no slide decks, no implementation teams. This is a direct, confidential relationship with an advisor who has seen the inside of complex organizations for 30 years and can help you think more clearly about what is actually happening and what to do about it.

WHAT THE RELATIONSHIP ADDRESSES

STRATEGIC CLARITY

When the path forward is unclear and the stakes are high, having a thinking partner who is not inside the system changes the quality of the decision.

LEADERSHIP TEAM DYNAMICS

When the team that is supposed to lead the change is part of what needs to change, you need someone who can name it without threatening the relationship.

ORGANIZATIONAL COMPLEXITY

When the human system is pushing back, slowing down, or fragmenting, the answer is rarely structural. It is almost always behavioral.

TRANSFORMATION AT SCALE

When the organization is in motion and you need to hold the thread, maintain momentum, and keep the human system engaged across the full arc of change.

WHO THIS IS FOR

- ✓ CEOs and C-Suite executives
- ✓ CHROs leading culture transformation
- ✓ Executives navigating significant transition
- ✓ Leaders who need a confidential thinking partner

HOW IT WORKS

- ✓ Retained monthly relationship, not project-based
- ✓ Direct access to Darryl, no intermediaries
- ✓ Structured sessions plus on-call availability
- ✓ Strictly confidential, always

“ I would strongly recommend DAS to any leader or organization looking to invest in leadership growth, organizational effectiveness, and meaningful, sustainable change.

Dr. Dineen Collings Simpson, MD, FACS

Chief Health Equity Executive
Northwestern Medicine

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

GE · Procter & Gamble · United Airlines · AbbVie · IVY ·
Million Dollar Round Table · Northwestern Medicine

THE DAS PROMISE

We do not promise quick fixes. We promise to help you see more clearly, challenge with care, and tell the truth with respect, for as long as the relationship is useful to you.

What are you carrying that you have no one to think it through with?

Let's talk about what you are navigating and whether a standing advisory relationship is the right fit.

START THE CONVERSATION

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