



Darryl Simon

Darryl has served on the Adjunct Faculty of the Executive Leadership Council's Institute for Leadership Development & Research since March 2015. He is highly valued and sought by clients for his ability to ask powerful questions, his strategic insights and a global perspective that provoke breakthrough executive and organizational thinking, change, growth, development, peak performance and results. Darryl has both skillfully walked in the shoes of his clients, and effectively advised and collaborated with them, having honed his knowledge, influence, leadership effectiveness and business acumen through more than 35 years of experience as a senior executive and consultant.

As President & Founder of Vantage Growth Strategic Advisors since 1999, Darryl has advised U.S. and global clients on organizational strategy, effectiveness, change and performance improvement, executive and leadership development and human capital management. His clients include BET/Viacom, Boston Scientific Corp., Choice Hotels International, Comcast/NBC Universal, Constellation Energy/Exelon, DuPont, Fannie Mae, Freddie Mac, Habitat for Humanity, HBO, the International Monetary Fund, Johns Hopkins Applied Physics Lab, KPMG, MedStar Health, Northrop Grumman, Sallie Mae, Time Warner, Verizon, U.S. Interior Department, U.S. Agency for International Development, U.S. Environmental Protection Agency and U.S. Department of Agriculture.

As a former corporate executive, Darryl served as Senior VP, Global Human Resources for Pact, Inc., a \$200 million international development firm operating in 26 countries in Africa, Asia and Latin America, where he led major human capital and organizational restructuring initiatives. He also served as Senior VP, Human Resources & Risk Management for CarrAmerica Realty Corp., and helped to lead its \$6.5 billion merger with the Blackstone Group. Darryl also served as VP, Human Resources & Administration for USEC, a federally chartered global energy company where he served on the Executive Committee in its \$3.3 billion sale and IPO by the U.S. Treasury. Earlier, Darryl served as VP, Leadership & Organizational Development for Manor Care Health Services, a \$2 billion healthcare firm where he successfully led leadership and organizational development programs to support the company's strategic growth plan.

Darryl is a highly sought after speaker and presenter to numerous organizations. In addition to the Executive Leadership Council, he has developed and facilitated programs for organizations such as the National Black MBA Association, Society of Black Engineers, National Association of African Americans in Human Resources, and Blacks in Government. As a faculty member of the U.S. Department of the Interior University, he designed and facilitated a highly rated leadership development program for more than 500 agency leaders over a 10-year period.

Darryl has worked and traveled extensively throughout the U.S., Europe, Africa and the Middle East. A major focus and recent passion has been his work as a strategic advisor on international development projects in South Africa, Kenya and West Africa on behalf of USAID and the Global Fund. A passion for the past 15 years has been the coaching,



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mentoring and development of emerging African-American leaders and executives.

Darryl earned his B.S. degree in Psychology and Communications from John Carroll University, and his M.S. degree in Applied Behavioral Science & Organizational Development from Johns Hopkins University. He earned a lifetime certification as a Senior Professional in Human Resources and is a candidate for a certificate in Organizational Design from the University of Southern California. Darryl is also certified in the use of a wide range of leadership and organizational models and assessments from various institutions.