

**Darrell Gooden, PhD** began his work with the Adizes Institute in 2001 when he established an in-house certification program for the US Navy. After initiating a successful organizational restructuring, which was facilitated by the Adizes Institute he implemented the Adizes methodology at the Naval command where he worked as an in-house consultant for organizational change management and strategy. He now serves as a management consultant/coach with the Adizes Institute and is credited with providing expertise in engaging organizations and promoting productivity. Darrell serves as a trusted advisor to executives, entrepreneurs and senior managers. He is skilled in synthesizing advanced management practices that helps to re-conceptualizes workflows and empower stakeholders. As a Certified Adizes Associate, he delivers consulting services for Adizes clients primarily in the USA.

Characterized as a rare visionary, strategist, and provocateur of transformation Darrell is a proven workshop leader, experienced team builder and coach, tackling complex technical and managerial issues and skillfully delivering results for clients. He is on the faculty of the Adizes Graduate School instructing the Spiral Dynamics Integral (SDi) Cultural Change Management course. As a certified practitioner of the Adizes Methodology, Darrell has presented at conferences and seminars across the USA and worldwide: China, Serbia, Brazil, Canada, Portugal, and Denmark. The World Future Society, Beijing's Conference on Human Capital Strategy and the MIT Lean Enterprise Conference are among the places where he has presented. Darrell lectures on topics including collaborative innovation, technology incubation and Lean Six Sigma.

Darrell has over 20 years experience leading process analysis, continuous performance improvement, and benefits realization (metrics & analytics) programs. He has a proven ability to lead diverse teams, which enables him to engage all levels of an organization. In addition to applying the Adizes methodology his abilities includes knowledge and skills in:

- Lean Six Sigma Deployment
- Cultural Transformation
- Strategic Planning, Policy & Execution
- Knowledge Engineering
- Activity Based Cost Management
- End-to-End Process Architecture



Darrell holds a PhD from the Adizes Graduate School, in the Transformational Studies program; a Master of Science Degree in Technology Management from Pepperdine University and a Bachelor of Science Degree in Management of Information Systems from the University of Redlands, CA. He is a recipient of Federal Computer Week magazine's "Federal 100" award, honoring the 100 most influential Information Technology (IT) executives in the federal government industry. He accepted as the leader of the Object Oriented Knowledge-based Systems Team the National Engineer's Week "Project of the Year" award and was a co-recipient of the California Award for Performance Excellence (CAPE), and the National Shingo Lean Silver Medallion for Lean Operational Excellence (a team award given to his command while he served as the Transformation Manager. Dr. Gooden founded the Navy Lean Six Sigma College West Coast and Championed deployment of Lean Six Sigma operations in his organization.