



Pollie Massey
Senior Consultant

Pollie Massey is the Diversity, Equity, and Inclusion senior consultant that delivers! She's sought after as a cultural architect for leaders and organizational development professionals across global industries, including healthcare, utilities, medical, legal, aviation, hospitality, automobile, technology, and education. She has facilitated workplace fairness, diversity, inclusive leadership, change management, generational synergy, and gender initiatives for government, academic and corporate organizations. Her success with senior leaders during her tenure at IBM, serving managers and executives, was based on her measurable, sustainable results as the Southeastern Division Director with their global Leadership Academy.

In her role as an Inclusion Consultant, she recently led Zoom's successful Virtual Principal classroom prep for schools across the US to prepare for virtual delivery in the 2020 new normal classroom. Assessment based team building, focus groups, culture audits, focus groups, and D&I training for various professional corporate and government clients. She has also served as the faculty manager. She Trains the Trainer for facilitation teams in programs designed to support culture changes within organizations while equipping participants with behavioral skills and strategies for individual growth and organizational change.

Throughout her career, Pollie has advanced her skills while using her passion for inclusive leadership and coaching focused on developing and delivering content from high potential leaders to aspiring managers to senior executives. She creates innovative, experiential, and practical learning opportunities and resources that foster an understanding of the leaders' roles and impact... while preparing them for environments that require increased collaboration, agility, and inclusion. Ms. Massey's unique personal and professional experiences are modeled in a leadership style that balances pragmatism and adaptability.

Some of her volunteer time is dedicated to literacy advocacy, a board member for YESSS serving teen mothers, and an ASL interpreter. Pollie's dynamic presentation style and energy have made her a sought-after speaker and workshop leader invited to conferences and events across the United States, Africa, Canada, Middle East, Europe, and South America.

Pollie received her graduate degree from Case Western Reserve University. She received her undergraduate degree in Business Law and Adult Education from Cleveland State University. Certified in Coaching and Organizational Development strategy from The Gestalt Institute. Other certifications include DiSC, HBDI, Appreciative Inquiry Convener, Crucial Conversations, Hay Group's Emotional Intelligence, Myers Briggs and more.

Pollie's broad range of expertise includes competencies in the following areas:

- Train the Trainer
- Converting Content to Dynamic Virtual Workshops
- Diversity & Inclusion Strategist
- Vision, Values & Strategy Facilitation
- Focus Group & Culture Audits
- Organizational Development Planning
- Inclusive Communications
- Facilitation Training for Trainers
- Mediation & Reconciliation

Pollie is a member of National Speakers' Association, ASTD), the Society of Human Resource Management (SHRM), Leadership DeKalb, Forbes Coaches Council and Ad hoc faculty). She is committed to growing personally by reading, learning new technology for distance learning content --while serving in a variety of faith-based projects. She cherishes any opportunity she's able to spend time wit family and friends -- where she currently reigns as undefeated Scrabble champion.