



Stephanie Vander Zanden

Senior Consultant

Stephanie Vander Zanden is a Resilient, Compassionate, and Driven Global Business Leader who built and integrated Global Diversity and Inclusion at a Forbes 100 company from the ground up. As a professional with a growth mindset, she demands excellence from herself in everything she does, which has led to extraordinary outcomes in the many roles she has held over the past 23 years.

During the first 18 years of her career, she traveled to more than 50 countries; led large teams, projects, and businesses; created and executed a vision and strategy for multiple functions; and grew the business exponentially. Her past experience helped her to develop excellent business acumen, exceptional intercultural competence, and an acute understanding of the challenges and struggles leaders face to juggle the demands of growing profitability, developing people, and engaging employees in a way that brings out the best in them every day.

Building on her experience in international sales and general management, the last five years of Stephanie's career have been dedicated to creating and integrating a flourishing diversity and inclusion practice at a Forbes 100 company from the ground up. She established and developed seven thriving Business Resource Groups. She has been a catalyst to drive change and achieve outstanding results that are both measurable and tangible. Her authentic leadership style, strategic agility, and tenacity have helped her to produce staggering results, influencing key stakeholders at all levels and creating organizational change that has garnered recognition both at the local and national level.

Stephanie is passionate about creating an inclusive environment where everyone can thrive. Stephanie has an MBA from Lakeland College and is a Magna Cum Laude graduate of the University of Minnesota with bachelor's degrees in International Relations and Spanish/Portuguese.