

# JOCELYN GIANGRANDE

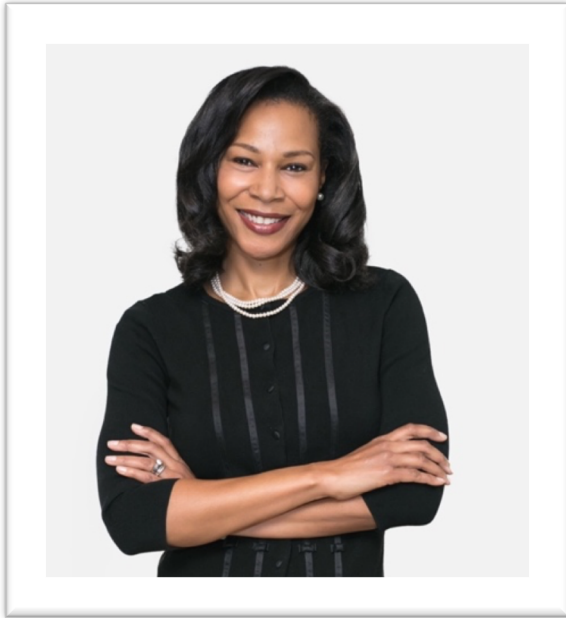
Nationally recognized diversity & inclusion expert specializing in cultural transformations, shaping strategic direction and integrating diversity throughout systems, processes and programs.

Jocelyn Giangrande, MA, SPHR, CCDP, SHRM-SCP

SASHE, LLC Bloomfield Michigan

# JOCELYN GIANGRANDE, MA, SPHR, SHRM-SCP, CCDP

A STRATEGIC DIVERSITY AND INCLUSION LEADER WHO UNDERSTANDS THE DIFFERENCE BETWEEN *DOING* DIVERSITY AND BUILDING A CULTURE THAT EMBRACES IT



With a track record of over 25 years building award-winning inclusive cultures that attract, engage, develop and retain talent, this nationally known Cornell University certified diversity expert knows the right questions to ask and has the courage to challenge leaders.

As one of the top diversity and inclusion (D&I) experts in Michigan, Giangrande is known for her strategic approach to cultural transformations, shaping diversity visions and leading the strategic direction of D & I initiatives.

Focused on a wholistic and integrated approach, her consultations, seminars and trainings are implemented across the country where her thought-provoking *D & I Executive*

*Strategy Retreats* have been cited as “transformational”. Her specialty is C-Suite leaders and key stakeholders buy-in while positioning D & I as a business strategy with strategic alignment and bottom-line results. Taking the mystery out of implementing a D & I strategy, Giangrande has a passion and track record of helping stakeholders sequence cutting edge initiatives that promote compelling visions, sustainability and accountability.

Giangrande is also an exceptional speaker with the ability to meet audiences where they are and engage and entertain. Her popular interactive trainings such as *Diversity as a Business Strategy*, *If You’re Human, You’re Biased*, *How to Leverage Generational Diversity* and *Cross-Cultural Collaboration & Communication for Today’s Leaders* earn top-box ratings.

Named one of the *Top Ten Michigan Women Business Owners* by the *National Association of Women Business Owners* (NAWBO), her work gained national recognition earning awards by *Diversity Inc.*, the *Institute for Diversity* and *Crain’s Detroit Business*. Giangrande was named a *Diversity Champion*, by *The Race Relations Task Force* in Birmingham, MI and a *Diversity Business Leader* by *Corp! Magazine*. Featured in *Women’s Day*, *HR Magazine*, *Black Enterprise*, *Crain’s Detroit Business* and author of the “*What’s In Your Sandwich?*” *Career strategies* books; *10 Surefire Ingredients for Career Success* and *7 Savvy Ingredients to Supercharge Your Confidence*, career expert Jocelyn Giangrande, also serves as the President and founder of SASHE, LLC and the *SASHE Career Academy for Women* (SCAW).

Her noted expertise in cultural transformations, shaping diversity vision and strategic direction while implementing programs that integrate diversity throughout systems, processes and programs has been named a “best practice” by the U.S. department of Labor and benched-marked all over the country. Giangrande has consulted and partnered with over 100 organizations to drive diversity and inclusion strategies, build business cases as well as obtain executive buy-in. The strength of her expertise is based on over 20 years of corporate experience with a career spanning several industries such as higher education, hospitality, human services and healthcare.

## **EXECUTIVE PROFILE**

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Giangrande specializing in people and organizational dynamics and is an expert in adult learning and cultural transformations. She’s held executive positions at Henry Ford Health System as Vice President of Talent & Workforce Strategies, Corporate Director for Workforce Diversity & AA/EEO Compliance as well as the position of Executive Director of Human Resources and Regional Support for Hilton Hotel Corporation.

Having taught courses at the School of Business Administration at Oakland University, Marygrove College in Detroit, Inforum’s Executive Leadership Program as well as the Henry Ford Health System’s Leadership Academies, Giangrande has a unique combination of expertise that provides a well-rounded experience.

A certified Senior Professional in Human Resources (SPHR) and a graduate of Cornell University Diversity Leadership Program, Giangrande earned a Bachelor of Arts degree in Psychology from Colby College, a Masters of Arts degree in Human Resources Management, from Marygrove College and is a graduate and facilitator of Inforum’s Center for Women’s Executive Leadership program.

### **Giangrande’s Additional Professional Training and Development**

- Certified in Diversity Management, Cornell University
- Certified Talent Assessment Analyst, Talent Plus
- Certified Senior Professional in Human Resources, SPHR
- Experienced facilitator, trainer and mediator
- Inforum: Executive Leadership Program, Graduate/Facilitator
- Henry Ford Health System, Advanced Leadership Academy

### **Professional Affiliations (Past and Present):**

- **Advisory Board Member**, Univ. of Michigan Women & Gender Studies
- **Alternate, Zoning Board of Appeals**, Bloomfield Township, Michigan
- **Executive Board**, Michigan Regional Diversity Leadership Council
- **Member**, Inforum, A Women's Alliance
- **Member**, Society of Human Resources Management (SHRM)
- **Member**, National Association for Female Executives (NAFE)
- **Member**, SE Michigan HR Executive Council
- **Advisory Board Member**, Inforum Center for Leadership
- **Past President, Detroit Chapter**, National Association for African Americans in Human Resources (NAAAHR)
- **Past Member, Development Board Committee**, Girls Scouts of America-Southeast Michigan

### **ADDITIONAL INFORMATION**

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#### **Partial Listing of Clients and Partners**

- National Medical Association (NMA)
- Inforum Women's Alliance
- University of Michigan
- University of Michigan Health System
- Center for the Education of Women (CEW)
- Detroit Regional Chamber of Commerce
- City of Detroit
- Delta Sorority Inc.
- Detroit Wayne Mental Health Authority
- Detroit Area on Aging
- Digitas
- DTE
- Detroit Society of Human Resources
- Durr Manufacturing
- Focus Hope
- Federally Employed Women
- American Society of Employers
- Michigan Diversity Leadership Council
- My Sisters Circle
- Quicken Loans
- Blue Cross Blue Shield of Michigan
- Rehmann
- RouteOne
- Detroit STEM
- Beaumont Health System
- Trinity Health
- National Association for African Americans in Human Resources
- Nationwide Children's Hospital
- Wayne Metropolitan Community Action Agency
- Baker College, Allen Park
- Oakland University
- Oakland County Diversity Development Board
- Eastern Michigan University
- Health Alliance Plan
- Henry Ford Health System
- University of Phoenix
- Colby College
- Daimler-Mercedes Benz

- Molina Health Care
- Meritor
- Carle Health system
- Oaklawn Hospital
- Marygrove College
- Alliance Catholic Credit Union
- Gemini Group
- Wayne County Airport Authority
- Jackson County Executives
- Michigan Recruiter and Retention Network
- Public Relations Society of America
- ITT Technical Institute, Canton
- Mercantile Bank of Grand Rapids
- Southfield Black Chamber of Commerce
- Trinity Health System
- Washtenaw Community College
- Women of Color Task Force, University of Michigan

### **Diversity Awards and Recognition**

- Diversity Champion, Crain's Detroit Business 2008, 2010
- Diversity Hero, Race Relations Task Force
- Best Practice Award, U.S. Department of Labor
- Diversity Business Leader, Corp! Magazine
- Diversity Inc. Top Companies for Diversity, 2010, 2011
- Top Company for Diversity, Diversity Inc., 2008, 2009.
- Diversity Focused Company, Corp! Magazine, 2008, 2010
- Top Diversity in Governance, Institute for Diversity, 2010
- Spirit of Pride Award, Hilton Hotels Corporation
- Focused on People Award, Henry Ford Health System, 2006, 2007, 2008, 2010

## **Additional Awards & Recognitions**

- **Shining Star**, My Sister's Circle: Supporting the mission and vision of My Sisters Circle and being a role model to women of all ages.
- **Top 10 Michigan Business Women Award**, National Association of Women Business Owners: Top 10 Michigan Business Women Awarded for Words of Wisdom and helping to advance women in their careers.
- **Total Woman Award**, Woman Association
- **Community Support Award**, Asian American Hotel Owners Assoc. (AAHOA): Support and Inspired Service
- **Outstanding African American Business Leader**, African American Business Resource Group: Outstanding African American Business Leader
- **Outstanding Work for Women in Business**, Federally Employed Women: For outstanding work and commitment to women in business.
- **Changing the Culture of Health Care**, Institute of Diversity: For commitment and outstanding achievement in health care diversity and inclusion initiatives.
- **Focus on People Award**, Board of Trustees Henry Ford Health System
- **Spirit of Pride Award**, Hilton Hotels Corporation: For extraordinary service and commitment.
- **Talent Analyst Certification Top Score**, Talent Plus: Top score achievement in the certification exam as a top Talent Analyst.

### **Contact Information:**

Jocelyn Giangrande, MA, SPHR, CCDP  
President, SASHE, LLC  
Bloomfield TWP, MI 48304

**Mobile Phone:** (248) 789-0333

**Email:** [jgiangrande@sashewomen.com](mailto:jgiangrande@sashewomen.com)

**Website:** JocelynGiangrande.com