



Desiree Maya, PCC

SPEAKER PRESS KIT

INSPIRATION AND INNOVATION FROM EXPERIENCED HEALTHCARE SPEAKERS

Providing on-site training for your leaders is a fast and economical way to bring your entire team up to speed on the industry's hottest topics and create organizationwide urgency to execute change. Huron's speakers and authors bring up-to-the-minute knowledge from their work in healthcare organizations across the U.S. and beyond.

We are more than a speakers' bureau. Our speakers are results-driven performance experts who are directly involved in crafting solutions to some of your most pressing problems, including financial challenges, patient safety, and quality, pay for performance, and more.

Prior to your event, Huron's speakers and support teams work side-by-side with you to develop a fully customized presentation to meet your needs, regardless of the topic, size of your group, or purpose of the training. From physician retreats to Leadership Development Institutes (LDIs) to senior leader meetings, Huron speakers deliver the perfect balance of inspiration and education for every audience.



HURON



Desiree Maya

EXECUTIVE COACH, CHANGE & DEI&B EXPERT, NATIONAL SPEAKER, AUTHOR

Desiree has nearly two decades of experience leading process improvement, change, leadership development, and diversity, equity, inclusion & belonging (DEI&B) initiatives in complex health organizations across the United States and Canada. Her successful implementation track record includes the community hospital, academic medical center, multi-facility system, and federal government settings in Epic, Cerner, and

Meditech shops. Desiree is a certified executive coach, DEI&B expert, and an accredited Accelerating Implementation Methodology (AIM) coach, delivering expertise in change leadership and inclusion techniques.

PROFESSIONAL EXPERIENCE

Desiree leads change management and leadership, DEI&B, and executive coaching endeavors in Huron's People Transformation Business Unit. This includes keynote speaking, conducting assessments to identify transformational opportunities, delivering change and DEI&B workshops, building strategic partnerships, and providing leadership coaching internally and with clients. She's passionate about expanding diversity awareness, elevating cultural competency, executing sustainable change, and building resilient leaders.

INDUSTRY SPEAKING ENGAGEMENTS

- "Building Unconscious Bias Awareness," Speaker, Hampton VA Medical Center
- "Creating a Professional Development Mindset," Speaker, Family Healthcare Network
- "Cultivating Cultural Curiosity and Compassion," Speaker, El Paso VA Health System
- "Fostering a Respectful and Inclusive Culture," Speaker, AllHealth Network, CareFirstNY, and Monarch NC
- "Leading, Managing, and Sustaining through Change," Speaker, Florida Community Health Centers

EDUCATION AND CERTIFICATIONS

- Bachelor of Arts, Political Science, University of California – San Diego
- Minor in Healthcare and Social Issues, University of California – San Diego
- Certified Accelerating Implementation Methodology Coach, Implementation Management Associates
- Professional Certified Coach (PCC), International Coach Federation
- Hogan Assessments Certified, Hogan Assessments

PROFESSIONAL ASSOCIATIONS

- Member, American College of Healthcare Executives
- Member, Association of Change Management Professionals
- Member, International Coach Federation

PUBLICATIONS

- *Born Unbreakable: 5 Steps to Overcoming Your Self-Limiting Beliefs*
- Featured in over a dozen podcasts on expertise in change and transformation

SIGNATURE ENGAGEMENTS

- Frequent keynote speaker at leadership development conferences with 4+ ratings on a 5-point scale

Presentations

Building Unconscious Bias Awareness

Audience: All Leaders, All Healthcare Roles

Focus: Diversity, Equity, Inclusion and Belonging (DEI&B), Leadership

Length: Keynote

Unconscious bias has been talked about more in healthcare organizations, but what does it really mean and how should leaders address it? In this session, we get grounded in key terms that help us to build a broader understanding of explicit and implicit bias. We also learn how to disrupt our biases and what allyship looks like in practice.

Learning Objectives:

- Establish a common language related to unconscious bias.
- Model positive DEI&B behaviors using practice scenarios.
- Advance the mission to provide quality and equitable care for patients.

Creating a Professional Development Mindset

Audience: All Leaders, All Healthcare Roles

Focus: Leadership, Development, Mindset, Empowerment, Feedback

Length: Keynote

What actions help leaders build and sustain a professional development mindset? It starts with the way we think, which influences how we show up to the world around us. In this session, we'll learn about building a career board of directors, the power of feedback, the difference between a manager and a leader, and what it looks like to lead with influence. Participants will walk about with a personal action plan to help accelerate their leadership practices.

Learning Objectives:

- Adopt a professional development mindset that allows you to excel in the workplace.
- Learn to lead with influence so people don't just work for you but are inspired and motivated by you.
- Make an action plan for expanding your professional network and growing yourself/others.

Cultivating Cultural Curiosity and Compassion

Audience: All Leaders, All Healthcare Roles

Focus: Diversity, Equity, Inclusion and Belonging (DEI&B), Leadership

Length: Keynote

In our nation's history even, just in the last decade, there have been heated debates and divisive events pushing people to choose sides related to race, religion, political affiliation, gender, and sexual orientation. It has become a societal norm to place people in boxes and categories, which leads to judgment and assumption. What if we replaced judgment and assumption with cultural curiosity and compassion? In this session, we'll explore what shifting our mindset and approach can do to positively cultivate more meaningful, connected interactions.

Learning Objectives:

- Acknowledge the influence external and internal environments have on our perspective.
- Change the DEI&B paradigm to one of cultural curiosity and compassion.
- Practice respectful listening and communication.

Fostering a Respectful and Inclusive Culture

Audience: All Leaders, All Healthcare Roles

Focus: Diversity, Equity, Inclusion and Belonging (DEI&B), Leadership, Communication

Length: Keynote

When everyone in an organization has the same foundational understanding of the words diversity, equity, inclusion, and belonging, they can better communicate and understand one another. In this session, we will discuss these definitions, examine the impact of bias, reflect on our personal stories, and take intentional action to be leaders who are examples of humility and ongoing learning.

Learning Objectives:

- Recognize the imperative of DEI&B in the workplace.
- Understand the role of leaders and team members in fostering a respectful and inclusive culture.
- Create awareness around the role bias plays in impacting our actions.
- Elevate cultural humility and understanding of the values, attitudes, and beliefs of others.

Leading, Managing, and Sustaining Change

Audience: All Leaders, All Healthcare Roles

Focus: Change Management, Leadership, Resistance Management, Psychological Safety

Length: Half-day, Keynote

Change is hard. Often the consequences of not changing are harder. So, how can you lead people through change so they move more quickly from fear and skepticism to hope and enthusiasm? In this workshop, you'll gain tools that will strengthen your self-awareness around the stages of change, improve how you communicate changes, help you surface and address resistance, and foster psychological safety. It's packed with interactive learning and discussion.

Learning Objectives:

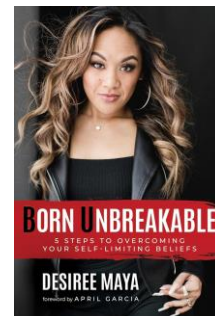
- Define and use a personal change journey to lead through change with empathy and kindness.
- Understand the role of leaders during change.
- Improve ability to communicate, role model collaboration, and reward behavior change.
- Learn techniques for effectively managing active and passive resistance.
- Describe and foster psychological safety in teams.

Authored Resources

BORN UNBREAKABLE: 5 STEPS TO OVERCOMING YOUR SELF-LIMITING BELIEFS

Born Unbreakable is the road map to putting life's challenges in the rearview mirror. Warren Buffett said, "The best investment you can make is an investment in yourself." Now is the time to make a meaningful investment into becoming an unapologetic version of yourself. This profound guide teaches:

- How certified transformational coach Desiree (Dez) Maya, and many others like her, have overcome self-limiting beliefs to live a limitless life.
- Five key steps that will help you acknowledge, unpack, and grow through limited thinking.
- What it looks like to radically assess yourself and the environment around you, so you can adjust what's not working in your favor.
- How to take incremental action that leads to sustainable success habits and a growth mindset.
- The importance of leaving a legacy that you can be proud of and that will make a lasting impact on the world around you.



What Organizations Are Saying

"I love that we're maintaining focus on the things that matter most. I loved Dez. I felt connected to her. She is real. Her presentation is what I enjoyed most about the Leadership Development Institute."

**~ Non-Profit Mental
Health Organization**

"EXCELLENT presentation by Dez. Very engaging and thought provoking. I was appreciative of the degree of introspection that resulted and grateful for the tools that I can immediately use to become a better leader."

~ Health Center Network

"Loved the presentation. The topics chosen today were excellent and the presenter, Dez was amazing as well. Thank you for modeling inclusion, acceptance, and encouragement and doing so with quiet calm and strength."

~ Behavioral Health Network



HURON

huronconsultinggroup.com



© 2024 Huron Consulting Group Inc. and affiliates. Huron is a global consultancy and not a CPA firm, and does not provide attest services, audits, or other engagements in accordance with standards established by the AICPA or auditing standards promulgated by the Public Company Accounting Oversight Board ("PCAOB"). Huron is not a law firm; it does not offer, and is not authorized to provide, legal advice or counseling in any jurisdiction.