

BIOGRAPHY

Lenora Billings-Harris is a Certified Speaking Professional (CSP), diversity consultant and author of *The Diversity Advantage: A Guide to Making Diversity Work*. With more than twenty five years of experience in the public and private sectors, Lenora has developed a unique way of presenting sensitive topics in a fun, thought-provoking and non-judgmental way. Her interactive style and immediately applicable "how tos" have inspired clients to invite her back again and again. She designs and delivers presentations that help facilitate diversity initiatives for Fortune 500 companies, professional associations, government agencies and educational institutions.

Lenora was the 2006-2007 president of the National Speakers Association. She served as an adjunct professor for Arizona State University, and is currently on the adjunct faculty of the Bryan School of Business and Economics, University of North Carolina-Greensboro. She has presented to audiences in 15 countries on 5 continents.

Lenora is founder and president of Excel Development Systems, Inc. a full service training and consulting firm that delivers high quality programs, learning tools, and performance improvement interventions that enable clients to discover the competitive advantages of creating and effectively leading a diverse multicultural workplace. Before founding Excel Development Systems, Inc. in 1986, Lenora held several key positions with CIGNA, General Motors and the University of Michigan.

"People are like marbles, with a hard protective covering of the varied components inside that make them each a culture of one."

Lenora Billings-Harris, CSP