

Lady Dazhona Hodge

Organizational Resilience | Crisis Management | Enterprise Risk | GRC | Change Management

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PROFESSIONAL SUMMARY

Change management and organizational transformation professional with cross-functional experience spanning human resources, Diversity, Equity & Inclusion, workplace culture, and enterprise risk (CRISC certified). My through-line across every role is the same: helping organizations understand, manage, and transform through people, operational, and strategic risk. Former HR/DEI professional at Frito-Lay North America (PepsiCo) and founder of Virtue Professional Services, where I lead culture strategy, technology adoption, and organizational recovery — turning risk and disruption into durable, measurable transformation. Educated in Human Resource Management (Cornell University) and Crisis Management & Communications (University of Colorado Boulder), with Department of Homeland Security / FEMA training and GRC audit credentials.

CORE COMPETENCIES

Change Management: Organizational Transformation, Stakeholder Engagement, Change Communications, Culture Strategy, Employee Experience, Process Improvement

Investigations & Workplace Risk: Workplace Investigations, Employee Relations, Interview Planning, Documentation Review, Findings Analysis, Corrective Action Planning, Policy Review

Risk & Compliance: Enterprise Risk Management, Operational Risk, GRC Auditing, Compliance Readiness, Control Assessment, Risk Identification, Mitigation Planning, Governance Frameworks

Crisis & Resilience: Crisis Management, Incident Response, Emergency Preparedness, Business Continuity, Organizational Resilience, Crisis Communications, Recovery Planning, After-Action Reviews

PROFESSIONAL EXPERIENCE

Frito-Lay North America (PepsiCo)

[March 2018 – December 2024]

Human Resources / Diversity, Equity & Inclusion Professional |

- Supported HR operations across a large enterprise environment, contributing to employee relations, workforce initiatives, and organizational effectiveness.
- Partnered with leadership and employees to advance workplace culture, engagement, and employee experience initiatives.
- Delivered Diversity, Equity & Inclusion programs focused on belonging, accessibility, and inclusive workplace practices.
- Supported workplace communications, policy guidance, and organizational initiatives that improved employee outcomes.
- Advanced change initiatives by identifying workplace challenges and driving adoption of new processes and programs.

Virtue Professional Services LLC

[November 2021 – Present]

Founder & Chief Executive Officer | Chicago, IL

- Founded an organizational resilience and advisory firm guiding organizations from prevention through cultural recovery and transformation.
- Design executive resources and change strategies focused on crisis leadership, workplace culture, and organizational resilience.
- Develop organizational risk assessments that evaluate operational, cultural, compliance, and reputational vulnerabilities to inform transformation priorities.

- Build crisis management frameworks, response playbooks, and risk assessment methodologies that prepare organizations for complex business challenges.
- Conduct workplace investigations spanning employee concerns, policy issues, workplace conflicts, and organizational risk factors.
- Design investigation processes covering intake, interview frameworks, documentation standards, and reporting structures.
- Apply GRC principles to strengthen governance practices, compliance readiness, and organizational accountability.

Bally's Casino

[October 2025 – March 2026]

Risk Manager- Contract | Chicago, IL

- Managed operational risk within a highly regulated gaming and hospitality environment.
- Drove risk identification, incident review, compliance practices, and mitigation strategies that reduced organizational exposure.
- Partnered with security, operations, compliance, and leadership teams to resolve risk concerns and strengthen resilience.
- Reviewed processes and procedures to surface vulnerabilities and recommend corrective actions.
- Supported incident reporting, documentation, and analysis to sharpen organizational decision-making.
- Maintained rigorous awareness of regulatory requirements, confidentiality standards, and operational controls.

EDUCATION

Cornell University — Human Resource Management *(2024)*

University of Colorado Boulder — Crisis Management & Communications *(2026)*

CERTIFICATIONS & TRAINING

- CRISC – Certified in Risk and Information Systems Control (ISACA)
- Vanta – GRC Auditor Certification (Governance, Risk & Compliance; Controls Assessment; Audit Readiness; Risk Documentation)
- Department of Homeland Security / FEMA Training (Incident Command System (ICS); Emergency Management; Hazard Mitigation; Crisis Preparedness)]
- IBM Data Analyst Certification – IBM SkillsBuild

TECHNOLOGY & TRANSFORMATION TOOLS

Governance, Risk & Compliance (GRC) · Risk Assessment Frameworks · AI & Emerging Technology Strategy · Data Analytics · Enterprise Technology Solutions · IBM Ecosystem · Microsoft Office Suite · Digital Transformation Concepts

TARGET POSITIONS

Change Management Consultant · Organizational Transformation Specialist · Enterprise Risk Analyst · Operational Resilience Consultant · GRC Analyst