

# QUIANA BERRY

★ Trailblazer Nominee 2024 & 2025 · Red Hat / IBM

Global Workforce Strategist · Former Product Leader, Red Hat / IBM · Founder, Afro Adventurer™

Anthropology meets enterprise: human behavior, system design, AI-era teams.

Research-Trained: Princeton · NOAA · Featured: CBS · PIX11 · Speaker: Grace Hopper · GitHub Universe · Published: LF AI

Globally Nominated Community Founder x2 · 45+ countries traveled & worked in · Bilingual EN/ES · 20K+ global community

Most companies don't have a talent problem — they have a systems problem.

- Companies lose \$1 trillion+ annually to voluntary turnover. (Gallup)
- Gen Z churn costs \$30K+ per departure. 76% of employees report burnout. (Deloitte)
- Cross-cultural teams outperform by 35% when norms are explicit. (McKinsey)

Built on field data across 3 continents, AI-era workforce research, and 500+ global practitioners.

<b>THE 4M FRAMEWORK™</b>	<b>M1</b> Multicultural	<b>M2</b> Multigenerational	<b>M3</b> Multilingual	<b>M4</b> Multi-ability
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## CORPORATE OFFERINGS — 4M FRAMEWORK™ ENGAGEMENTS

### THE SESSION

Half-Day · Virtual or In-Person

**\$12,500 – \$18,000**

- › Pre-session 4M diagnostic
- › 3–4 hr facilitated workshop
- › One 4M dimension deep-dive
- › Action summary + follow-up call

### THE SPRINT

3 Sessions · 4–6 Weeks

**\$28,000 – \$45,000**

★ *Most Requested*

- › Full 4M team assessment
- › 3 sequenced facilitated sessions
- › Manager playbook for top friction
- › Culture infrastructure debrief

### THE PARTNERSHIP

Ongoing · Quarterly Cadence

**\$60,000 – \$120,000**

- › Monthly 60-min advisory calls
- › Quarterly team-facing workshop
- › Async hiring & comms access
- › Annual 4M culture audit

## HOW IT WORKS

### 01 Discovery Call

You talk. We map friction.

### 02 4M Diagnostic

Live data. Zero assumptions.

### 03 Designed for You

Built on your actual gaps.

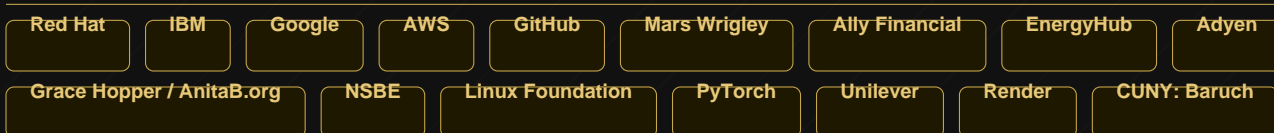
### 04 Behavior Change

In the room by Monday.

## MEASURABLE OUTCOMES

- ✓ Faster ramp-up & onboarding
- ✓ Reduced attrition & churn signals
- ✓ Explicit cross-cultural norms
- ✓ Manager frameworks for real 1:1s
- ✓ Neurodivergent & Gen Z talent at ceiling
- ✓ Cross-cultural trust that moves teams faster

## ORGANIZATIONS PARTNERED WITH



## CLIENT & COLLABORATOR VOICES

See all reviews ■ [linkedin.com/in/quiana-c-berry-b727a7143](https://www.linkedin.com/in/quiana-c-berry-b727a7143)

“ Quiana delivered a fantastic session — engaging and insightful. Through connecting with 90 associates it truly felt as if we were in the same room. ”

— Client **Mars Wrigley**

“ Her virtual keynote left our production crew speechless. We reshared her poem at our in-person celebration. In my years of recruiting speakers, ”

— Client **Grace Hopper · 20K...**

“ Viewers were blown away — the event was highlighted on our company LinkedIn. Working with Quiana was nothing short of incredible. ”

— Client **Ally Financial**

“ Quiana thinks and acts like a true leader — balancing long-term strategy, day-to-day execution, and team empowerment. Any organization ”

— Colleague **Red Hat / IBM**

“ Quiana went above and beyond as PM on the Quay UX team — bringing passion, care, and clarity to every feature. She fostered true collaboration ”

— Colleague **Red Hat / IBM**

“ Quiana delivered an exceptional solo DEI talk for our ERG series — research-backed, deeply personal, and she surprised us with a powerful poem tailored to ”

— Client **EnergyHub**

“ Quiana stood out at the NSBE x Blacks in Technology panel, captivating STEM leaders from Columbia and NYU. Fearlessly sharing her journey as an ”

— Client **Adyen**

### Find Out Where Your Team Is Bleeding Value.

9 questions · Score /27 · 3 min · instant  
→ Communication systems  
→ Retention risk signals

[afroadventurers.com/corporate](https://afroadventurers.com/corporate)

## Ready to talk about your team?

Book a 30-min discovery call · [afroadventurers.com/corporate](https://afroadventurers.com/corporate) · [linkedin.com/in/quiana-c-berry-b727a7143](https://www.linkedin.com/in/quiana-c-berry-b727a7143)