

Tracy joins Insigniam with previous experience spanning the healthcare, defense and finance industries. Her focus has been in the healthcare space, where she developed work environments where employees are engaged and productive and therefore thrive through the coaching of leaders, creation of opportunities for mid-level managers to be effective in their roles and by building systems and practices that support diverse and inclusive workplace cultures. She believes it is crucial for employees to see how they each play a critical role in the culture and functioning of an organization solely through how they show up every day.



Previously Tracy had founded and operated her own consulting firm that provided support to businesses in the New York area with human resources and diversity, equity and inclusion practices and the coaching of executives to support them. Her impact on healthcare systems has resulted in improved HCAHPS/CAHPS scores and Medicare and Medicaid STAR ratings.

She has served in leadership positions at several health organizations that she led to previously unpredictable levels of employee engagement and management effectiveness. Tracy was the Director of Organizational Development of a health system in a major metropolitan area where she restructured employee onboarding and saved the organization more than five-figures annually by implementing a new learning and performance management system. As a Senior Manager in her previous health organization, Tracy succeeded in reducing absenteeism by 70% and lateness and sick leave by 30% which resulted in significant gains for the organization.

Tracy is a passionate volunteer and has dedicated her time to a variety of causes including the mentorship of Special Forces veterans as they transition into civilian life, the support of domestic violence victims as well as serving on the board of a non-profit organization dedicated to helping underserved families.

Tracy graduated with a Bachelor of Science in Business Management from the University of Phoenix. She is a Certified Executive and Leadership Coach by the Institute for Professional Excellence in Coaching as well as a Professional Certified Coach by the International Coach Federation.

Awards and Recognition

- Luminary, Healthcare Businesswomen's Association, 2023
- Leader in Increasing Her Value, Insigniam, 2022
- Jumping on a Moving Train Award, Insigniam, 2020

Thought Leadership and Articles

- Gen Alpha is Ready to Disrupt, *IQ Insigniam Quarterly*, Spring 2025
- MetLife's Super-Human Resources, *IQ Insigniam Quarterly*®, Fall 2023
- Dealing with Restructuring: Communication Makes the Difference, Insigniam Blog, February 2023
- Prioritizing the Transformation of Employee Well-Being, Insigniam Blog, September 2022

- [Hiring: Is The Playing Field Even For Everyone?](#), Insigniam Blog, August 2022
- [Transforming HR's Approach to Talent](#), Insigniam Blog, May 2022
- [Continuous Feedback in Lieu of a Performance Review](#), Insigniam Blog, June 2021
- [On Diversity Part III: Inclusivity](#), Insigniam Blog, June 2021
- [On Diversity Part II: No Quotas, Just Remove Bias](#), Insigniam Blog, May 2021
- [On Diversity Part I: Defining It For Your Organization](#), Insigniam Blog, April 2021
- [Honoring Women in Business: Meet Mary Ellen Pleasant, 19th Century Millionaire & Civil Rights Activist](#), Insigniam Blog, March 2021
- [The Plight of Working Mothers](#), Insigniam Blog, February 2021
- [Leading with Purpose: What are You Doing for Others?](#), Insigniam Blog, January 2021
- [Developing Emerging Leaders Strategically](#), Insigniam Blog, November 2020
- [Why Some Transformations Work and Others Don't](#), Insigniam Blog, August 2020
- [Trust – The Essential Bridge to Effective Teamwork](#), Insigniam Blog, July 2020
- [The New Work-Life Balance: Working from Home With Children](#), Insigniam Blog, May 2020
- [More Than Ticking the Boxes: How Diversity & Inclusion Differ](#), Insigniam Blog, April 2020
- [Continuing Business – What Businesses Need To Plan](#), Insigniam Blog, April 2020
- [Social Distancing – A Necessary Approach to Protection in a Pandemic](#), Insigniam Blog, March 2020

Insigniam B.I.T.s Podcast

- The Exploring ESG & Inclusion Series–Episode 1: The "S" in ESG, Episode 2: Creating a Sustainable Culture, Episode 3: The Cost of Exclusion, Episode 4: The Magic of Advocacy, and Episode 5: A Call to Action, February 2025
- AI Impacts in Healthcare with Andre Harvin, Chief Pharmacy Officer, Cone Health: Part 1 and Part 2, December 2024
- Cone Health EVP & CMO Chuck Wallington on the Social Capital Within ESG Programs, April 2024
- Bonduelle Fresh Americas' ESG Advantage with SVP Gretchen Grani, November 2023
- Leveraging Data-Driven Workforce Intelligence with Sam Hocking, President, and Co-Founder of Vertis, January 2023
- An Innovative Approach to Inclusive Hiring, with Katie Lopez, Chief Human Resources Officer at Bonduelle Fresh Americas, October 2022
- The Impact of Hidden Bias in Organizations: Part 1 and Part 2, January 2022