

Daniel Leroy Chapman III, M.Sc.

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PROFESSIONAL SUMMARY

Organizational Development and Culture Transformation leader with expertise spanning manufacturing, healthcare, nonprofit governance, employee experience, neurodiversity inclusion, leadership development, and DEI strategy. Recognized for building equitable systems, fostering belonging, and translating complex organizational challenges into sustainable, human-centered solutions. Founder and originator of Bridge Theory, an emerging developmental framework integrating organizational psychology, systems thinking, narrative coherence, strain dynamics, and identity development to explain how individuals, teams, and communities adapt under pressure.

SKILLS

Core Competencies: Organizational Development, Change Management, DEI Strategy and Analytics, Diversity, Equity, Inclusion & Belonging, Organizational Culture Transformation, Employee Experience Design, Leadership Development, Talent Development, Neurodiversity Strategy, Psychological Safety, Stakeholder Engagement, Facilitation & Training, Strategic Planning, Nonprofit Leadership, Community Partnership Development, Industrial-Organizational Psychology, Systems Thinking, Negotiation

EXPERIENCE

Chief Organizational Officer

July 2022 – Present

Darryl's Corner Society Association

Claymont, DE

- Provide strategic leadership for a growing nonprofit focused on community development, health equity, youth support, and organizational sustainability.
- Direct strategic planning, governance development, and operational infrastructure initiatives across the organization.
- Coordinate partnerships across more than 20 community organizations to advance shared health and equity goals.
- Established executive leadership alignment processes to strengthen organizational performance and accountability.
- Developed and scaled an after-school nutrition program serving approximately 220 children weekly.
- Designed and launched the organization's inaugural Health & Healing Fair for north Wilmington, resulting in 10 community members earning free Seizure Awareness First Aid Certification.
- Secured a two-year certification partnership with the Epilepsy Foundation of Delaware.
- Organized the inaugural Women's Making History Now event, honoring 9 Delaware women for community impact.
- Built volunteer engagement systems and inclusive organizational culture practices.

Manufacturing Technician III

January 2019 – August 2026

Siemens Healthineers

Newark, DE

- Support quality-critical manufacturing operations for diagnostic medical technologies while serving as a culture, engagement, and inclusion leader across multiple organizational levels.
- Promoted from Technician II to Technician III within three months.
- Collaborate with HR, Operations, and Corporate Branding on employee engagement initiatives.
- Translate frontline operational insights into actionable leadership recommendations.
- Drive culture-building and organizational alignment efforts across the enterprise.

National Chair

January 2026 – August 2026

Siemens Healthineers — Healthineers for Autism and Neurodiversity Support

Newark, DE

- Lead enterprise-wide neurodiversity inclusion efforts supporting employee belonging, accessibility, awareness, and talent development.
- Direct national strategy for autism and neurodiversity inclusion across the organization.
- Partner with senior leaders to improve accessibility and build inclusive talent pathways.
- Launched Cafe Otaku, a cross-ERG collaboration initiative supporting psychological safety and employee connection.
- Facilitated monthly educational, networking, and professional development events, consistently hosting approximately 80 members from across the globe.
- Organized annual Autism Awareness and Acceptance Programming for the national board three years in a row.
- Advocated for and cross-supported multiple employee affinity groups to strengthen inclusion across the enterprise.

PROJECTS

Bridge Theory

2026 – Present

Founder and Originator

- Developed an original theoretical framework describing developmental strain and adaptation across individual, organizational, and societal systems.
- Integrated organizational psychology, systems thinking, narrative coherence, strain dynamics, and identity development into a unified model of how individuals, teams, and communities adapt under pressure.

- Applied framework concepts across leadership development, DEI strategy, organizational culture transformation, and community-based systems change.
- Core constructs include narrative coherence as point of repair or rupture, psychological safety as a biological necessity, positionality and power dynamics, emotional intelligence, adaptive resilience, and systems transformation.

EDUCATION

National University

PsyD-PhD, Industrial-Organizational Psychology. In Progress. GPA: 4.0.

University of Pittsburgh

Master of Science, Healthcare Informatics.

Harrisburg University of Science and Technology

Bachelor of Science, Biotechnology.

LANGUAGES

- English (fluent)
- Spanish (reading proficiency)
- German (beginner)
- French (beginner)