

Dakhalfani Boyd

EXECUTIVE LEADER | AUTHOR | SPEAKER

Short biography

Dakhalfani Boyd is an executive leader, author, and speaker on strategy execution, enterprise transformation, and leadership effectiveness. A retired U.S. Army Command Sergeant Major, he has spent more than twenty-five years leading people and organizations through complexity, most recently in senior federal leadership focused on human capital and technology modernization. He is a Harvard Kennedy School Senior Executive Fellow, completed Cornell University's executive leadership program, and wrote The Execution Gap: Why Organizations Fail Between Strategy and Outcomes. His views are his own and do not represent any employer or the U.S. Government.

Full biography

Dakhalfani Boyd is an executive leader, author, and speaker on strategy execution, enterprise transformation, and leadership effectiveness. He has spent more than twenty-five years leading people and organizations through complexity, from the U.S. Army to senior federal leadership.

His career follows one question, asked in many different rooms: once a decision is made, what actually has to happen for it to become real. He first asked it as a senior enlisted leader in the U.S. Army, where he rose to Command Sergeant Major and retired. That role is not about setting strategy. It is about making sure strategy survives contact with the people who have to carry it out. After the Army, he moved into public-sector and transportation leadership, then into senior federal leadership focused on enterprise human capital and technology modernization, where governance, sponsorship, and adoption decide whether a transformation holds. That vantage point gave him a view few strategists get: he has sat in the room where a transformation is approved, and he has stood inside the harder moment when it meets a real organization and its habits.

Dakhalfani is a Harvard Kennedy School Senior Executive Fellow, completed Cornell University's executive leadership program, and is Prosci certified in change management. He is the author of The Execution Gap: Why Organizations Fail Between Strategy and Outcomes, which names the five places execution typically breaks and lays out what leaders must do to keep a transformation intact after go-live.

He speaks with executive audiences, boards, associations, and leadership programs on why organizations struggle to turn strategy into measurable outcomes, how leaders align people, process, technology, and accountability, and how decision-making and governance shape performance.

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Credentials

- Retired U.S. Army Command Sergeant Major
- Harvard Kennedy School | Senior Executive Fellow
- Cornell University | Executive Leadership
- Author, The Execution Gap: Why Organizations Fail Between Strategy and Outcomes

Contact

dakhalfani@dakhalfaniboyd.com
dakhalfaniboyd.com

The views expressed are those of Dakhalfani Boyd in his personal capacity and do not necessarily represent the views of the United States Government or any current or former employer.