

Aprill L. Baughns, Recognized By Influential Women, Serves As Senior Director Analyst At Gartner

ORLANDO, FL, UNITED STATES, August 7, 2026 /EINPresswire.com/ -- Combining Research Expertise, Change Leadership, and a Passion for Empowering Others to Create Lasting Impact

Orlando, Florida — Aprill L. Baughns is a respected organizational transformation leader, strategist, and mentor serving as Senior Director Analyst at Gartner, where she provides research-driven insights and advisory expertise to marketing and communications executives across global organizations. Through her work with CMOs, CCOs, and other executive leaders, Aprill helps organizations navigate complex challenges related to transformation, organizational design, improved operational models, and refreshed talent development.



With a career built on strategic thinking, relationship-building, and a passion for meaningful impact, Aprill serves as an objective thought partner who helps leaders align big-picture strategies with organizational priorities and best-in-class practices. Her approach combines data-driven research, behavioral science, and practical guidance to support operational excellence, efficiency, and sustainable growth.

Before branching to boutique consulting and coaching through Smart Organizational Solutions (S.O.S), Aprill held leadership roles in enterprise change and transformation at organizations including Gartner, Parexel, Amentum, Cognizant, Optum, The Hartford, and AT&T. Throughout these roles, she led complex initiatives valued at hundreds of millions of dollars while strengthening consulting relationships with both business-to-business and business-to-consumer clients.

Her extensive experience includes mergers and acquisitions, operational readiness, A.I. initiative delivery, solution enablement, organizational change, and transformation strategy. With certifications in project management, agile methodologies, and organizational change, Aprill brings a unique ability to bridge the gap between strategy and execution. She is passionate about helping organizations become more agile, innovative, people-focused and prepared to navigate evolving business environments.

Beyond her professional responsibilities, Aprill is deeply committed to mentorship, professional development, and community engagement. She participates in the Greater Orlando Organizational Development Network and the Association of Change Management Professionals. Through these efforts, she works to support the growth of professionals and encourage the next generation of leaders.

Aprill holds a Master of Science in Organizational Leadership and Effectiveness from Charter Oak State College. Throughout her career, she has been recognized for her contributions and professional excellence, including receiving the Pinnacle Award from AT&T for ranking among the top 1% of sales professionals. Fluent in Spanish, she combines technical expertise with strong interpersonal skills to build connections, influence outcomes, and create lasting organizational impact.

Aprill attributes her success to sheer drive and passion, along with a strong sense of self-reliance. After becoming an emancipated minor, she supported herself through school and work, developing the determination and independence that have shaped her personal and professional journey. She has consistently bet on herself, taking calculated risks and pursuing opportunities that align with her goals.

For Aprill, success has always been connected to creating a positive impact for others. Her ability to persevere through challenges while remaining focused on growth and service has influenced the way she approaches leadership, decision-making, and professional relationships.

The best career advice Aprill received came from her grandmother, who shared two lessons that have remained meaningful throughout her life. The first was to never have more children than she could care for on her own. The second was, “don’t go to college, go through college.” That guidance shaped Aprill’s approach to education and career development, encouraging her to focus on learning experiences and programs that genuinely align with her goals rather than pursuing prestige simply for the sake of it.

For young women entering her industry, Aprill encourages them to remain open-minded about alternative career paths and nontraditional ways to apply their skills. She believes women should pursue opportunities even when they do not meet every qualification listed and should not hesitate to ask for what they want or negotiate for their value.

Most importantly, Aprill encourages women to bet on themselves. She believes individuals

should create opportunities rather than waiting for them to appear and should confidently apply their knowledge, experiences, and skills in unique and unexpected ways. By embracing their strengths and taking initiative, women can expand their influence and create meaningful change.

When discussing the challenges and opportunities within her field, Aprill recognizes that professional roles and job definitions are evolving rapidly. She notes that many people-centered industries continue to be male-dominated, creating challenges for women seeking leadership opportunities. At the same time, she believes advancements in artificial intelligence are reshaping the future of work and creating both challenges and opportunities for professionals across industries.

Aprill believes these changes highlight the continued importance of uniquely human skills, including empathy, communication, collaboration, and relationship-building. She sees these qualities as powerful leadership strengths and believes women have significant opportunities to step forward, contribute their perspectives, and influence the future of organizations.

The values that guide Aprill in both her professional and personal life include making a meaningful impact, serving her community, and mentoring others. She places great importance on sisterhood, scholarship, and continuous learning, believing that growth comes from remaining curious and committed to development.

Through her dedication to transformation, inclusive leadership, and empowering others, Aprill L. Baughns continues to create a positive legacy by helping organizations evolve, supporting emerging leaders, and making a lasting difference in the communities she serves.

Learn More about Aprill L. Baughns:

Through her Influential Women profile, <https://influentialwomen.com/connect/Aprill-Baughns>

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