<table>
<thead>
<tr>
<th>VIRTUE</th>
<th>PROBLEMS/SOLUTIONS</th>
<th>EXPERT</th>
</tr>
</thead>
</table>
| Accountability | Why am I stuck and not achieving my goals? Why aren’t we executing? Reliable and proactive employees who take ownership in achieving their goals. Seeing a positive way forward when faced with challenges to goal achievement. | Ann Herd  
Ph.D., Clinical Associate Professor  
UofL, College of Education and Human Development |
| Ambition   | How do I enhance transformational leadership, culture shaping, embracing change, team dynamics, conflict resolution, negotiation and sales, crisis leadership, and organizational communication in my organization? Help leaders and teams in exploring interpersonal and emotional obstacles that limit their potential and then develop the practical skills and abilities to overcome them. | Shawn Dawley  
President, Shawn Dawley Inspired Leadership |
| Authenticity | What can I do about my employees’ lack of confidence, ineffective communication, and burnout? 1:1 communication/speaker coaching, training and keynotes, providing tools for looking at the whole person to foster confidence and effective leadership. | Olivia Fitchett  
Olivia Fitchett Coaching and Speaking |
| Compassion | What can I do if my employees are disengaged, resistant to change, or burnt out? Re-humanization of the workplace, whole-self engagement. | Brad Shuck  
Ph.D., Professor, UofL, College of Education and Human Development |
| Courage    | What opportunities are our fears keeping us from, and how can we find the courage to do hard things? Tools for transforming thoughts and feelings, new ways of relating and communicating, methods for improving work meaningfulness. | Ryan Quinn  
Ph.D., Academic Director, Professor, Assistant Dean, Department Chair, UofL, College of Business |
| Curiosity  | What should I do if I am facing an absence of trust, fear of uncertainty, burnout, lack of agility, unclear expectations, an internal critic, conflict aversion, or power struggles? Asking great questions, embodying care and openness, building a culture of feedback, creating psychological safety, practicing authentic communication, and modeling appropriate risk-taking and healthy conflict. | Melissa Brock  
Leadership Coach and Consultant, Melissa Brock Coaching |
| Decisiveness | How do I make time and space for thinking through pressing or complicated decisions, and how do I get others on board with this process and/or my decisions? Tools and approaches to be purposeful in one’s thinking, consider relevant information and concepts, and use strategies that engage colleagues or stakeholders in the decision-making process. | Patty Payette  
Ph.D., Executive Director of the Quality Enhancement Plan, UofL |
| Flexibility | How can I get my team unstuck from patterns of thinking that no longer work? Skills and practices for acquiring the capacity to be flexible in how we think, feel, and behave when life is challenging so that we can bounce back and move forward more curious, capable, confident, and connected. | Karen Newton  
MPH, RDN, Wellbeing & Resilience Integrator, Earth and Spirit Center Teacher, Certified MIEA/Koru Mindfulness Teacher |
| Generosity | How do I foster a collaborative and supportive work environment? How do I shift from a culture of transactional interactions to building deeper connections? Implementing practices and initiatives to cultivate a spirit of generosity, emphasizing the power of giving. Encouraging the sharing of knowledge, skills, and resources, leading to collective advancement and a more harmonious work environment. | Merv Antonio  
Sr. Director of Learning and Convening, Center for NonProfit Excellence |
## Generosity & Gratitude

How can I reduce stress and achieve positive states that will be good for me, for others, and for my organizations?

Techniques to sharpen awareness and ingrain appreciation, reciprocity, and an attitude of paying it forward, resulting in a more congenial productive work environment.

---

## Humility

How can a leader foster an environment of collaboration and growth while maintaining accountability?

As a leadership coach specializing in humility and positive leadership, my approach emphasizes self-awareness, empathetic communication, and servant leadership.

---

## Inclusivity

How do I build a more inclusive workplace?

Change management tools and practices oriented toward building inclusivity throughout an organization.

---

## Inclusivity

What can I do when my employees exchange hurtful words or experience misunderstandings with each other?

Tools for courageous conversations, called microresistance, that allow leaders, managers, and employees, to call each other back into connection and dialogue.

---

## Integrity

How can we align our actions with our purpose and values to drive personal and professional success and create vibrant cultures?

Coaching, training, and speaking to inspire greater effectiveness and deeper, authentic connection.

---

## Justice

What can I do about unfair structures, process, or behaviors, many of which are implicit or invisible?

Restorative justice practices.

---

## Loyalty

How can I foster productive loyalty throughout the workplace?

Ten principles for leading with loyalty and building loyal workplaces.

---

## Playfulness

How do I overcome a fear of burnout and a frustration with lack of work-life balance?

Create a desire for enjoyment, balance, and fun in work and life.

---

## Resilience

How do I help my employees manage the stress, anxiety, overwhelm, and burnout brought on by the ongoing uncertainty, disruption, and change our organization faces?

A resilience framework with strategies to grow your capacity to effectively respond and confidently adapt to crises, disruption, and change, foster greater holistic well-being and engagement among your team members, and a stronger, thriving organization.

---

## Respect

How do I create a culture of greater dignity? How can I say “no” or deliver negative performance feedback more respectfully? How do I know if my employees feel respected?

Information, short sessions, interactive workshops, and coaching on workplace dignity and delivering corrective feedback with dignity and detecting and defusing defensiveness. Tool for measuring employee perceptions of dignity.

---

## Trust

How do I handle challenges with my team trusting one another? What do I do when I see increased conflict, reduced morale, and a lack of a sense of team that limits innovation, impact, and results?

Understanding what trust truly is and skills, practices, and mindsets that enable trust through enhanced relationships, reliability, and communication that can lead to more effective decisions, increased morale, enhanced productivity, and greater fulfillment and results.
| Leadership | How do I know if this program is delivering on the outcomes? Why is this problem lingering and preventing us from moving forward and achieving success? What does the future state need to be for our organization? | Denise Cumberland  
Ph.D, Associate Professor,  
UofL, College of Education and Human Development |
| Leadership | How do I navigate common but difficult situations that involve leading dynamic teams, having difficult conversations, and/or constructively resolving conflict? Implementing proven communication strategies and frameworks that foster shared vision, increased trust, improved cohesion, and optimal performance. | Zac Goldman  
Ph.D, Online MBA Director,  
UofL, College of Business |
| Leadership | How to improve police services and performances? Evidence-based leadership development practices. | Gennaro Vito  
Ph.D, Professor, UofL,  
Department of Criminal Justice, Southern Police Institute |