



DR. RHONDA L. SIMMONS

LEADERSHIP FORMATION ADVISOR
KEYNOTE SPEAKER | EXECUTIVE
CONSULTANT

CREDENTIALS

- Doctorate in Educational Leadership
- 30+ years spanning leadership, consulting, ministry, education, and organizational formation
- Creator of the Leadership Authority Architecture™
- Author of *Is My Team Growing Because I Lead Them?*

ENGAGEMENTS

- Corporate keynotes, half-day and full-day formats
- Grow From Here™ 2-Day Leadership Authority Training
- Executive leadership retreats and offsites
- Private executive consulting engagements

BEST FIT

- Senior leadership teams ready to reduce decision drag
- HR and L&D leaders building leadership capacity
- Organizations navigating growth, transition, or governance pressure

BOOKING

Now booking keynotes, trainings, and executive engagements.

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LEADERSHIP FORMATION THAT BUILDS TEAMS WHO CAN CARRY MORE THAN TASKS

Dr. Simmons helps senior leaders close the gap between how they lead and how they want to lead so teams grow, cultures hold, and leaders last.

THE PROBLEM SHE SOLVES

Most leadership gaps are not skill gaps. They are authority gaps. Teams stall, decisions drag, and culture drifts when leaders lack a structured framework for exercising leadership authority. Dr. Simmons closes that gap through the Leadership Authority Architecture™, built on Decision Authority, Capacity Authority, and Integrated Leadership Authority.

SIGNATURE KEYNOTE

Your Team Is Already Capable. The Question Is Whether Your Leadership Is Unlocking It.

A direct, high-impact leadership message for executives ready to stop carrying every decision and start forming teams that can think, decide, and grow.

SIGNATURE TRAINING

Grow From Here™

2-DAY LEADERSHIP AUTHORITY TRAINING + VIRTUAL DEBRIEF

A structured intervention that separates leader formation from team capacity work, then brings the insights together through a private debrief.

SIGNATURE TOPICS

The Five Patterns Limiting Your Team's Growth: Why high-potential teams underperform and what leaders must change first.

Leadership Authority Architecture™: Building the decision and capacity structures teams need to thrive without constant oversight.

From Capable to Thriving: Closing the leadership gap with a practical methodology for compounding team growth.

Is My Team Growing Because I Lead Them?: A direct assessment of leadership impact and a framework for increasing it.

Decision Architecture: How senior leaders eliminate decision drag and build governance structures that hold under pressure.

SELECTED STAGES & FEATURES

- AI ICON 2026 Conference, Selected Trainer
- Global Women in Leadership Summit
- Empower Her International Conference
- Dear Future Me: Women's Empowerment Summit
- Dear Future Me Youth Empowerment Summit
- Black Business Olympics, Fireside Chat
- Look Back and Way Ahead Conference
- Passion, Purpose & Peace Summit
- The Comeback Champion Summit
- Your YES Moment Conference

Press & Media Features: Glow Global Magazine | Success2Success International Magazine

"The patterns limiting your team's performance almost always began on your side of the table. The leaders who close that gap are willing to look at themselves first."

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