



NORTH STREET GROUP

PowerUp:

Shaping the Future of Energy Leadership

Launching September 2025, Boston, MA

What is PowerUp?

PowerUp is a leadership development program designed to equip experienced mid- to senior-level professionals with the skills, mindset, and network needed to drive meaningful change in the energy sector. Through immersive training, one-on-one coaching, and a dynamic peer learning experience, participants will expand their leadership capacity, learn to build high-performing teams, and understand how to navigate complex organizational change. PowerUp helps leaders identify and move beyond their growth edges, adopt an executive mindset, and cultivate a powerful professional network to accelerate their influence and career trajectory.

What Makes PowerUp Unique?

- **Long-Term Development Journey:** Designed as a continuous learning process with multiple touchpoints, PowerUp provides space to reflect, refine, and apply new skills.
- **Personalized Coaching:** Six hours of 1:1 coaching, combined with a 360° leadership assessment, deepen self-awareness and help leaders develop tailored growth strategies to meet their unique needs.
- **Adaptive Leadership Framework:** Focuses on building the skills to navigate complex, systemic challenges and drive change in dynamic environments.
- **Applied Leadership Challenges:** Participants tackle real-world challenges by turning program concepts into actionable strategies for themselves and their organizations.

- **Strategic Connections:** Participants develop a robust professional network within the energy sector through peer learning groups, the cohort community, and alumni networks.
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What is the Value of PowerUp for Companies?

Investing in PowerUp strengthens your leadership pipeline by equipping experienced mid- to senior-level leaders with the skills to advance into increased leadership and executive roles. PowerUp graduates build high-performing teams, drive organizational change, and enhance workplace engagement while developing the executive mindset needed to align decisions with business strategy and navigate industry complexities.

A key differentiator of PowerUp is its real-world application. Participants tackle a critical leadership challenge within their organization, applying adaptive leadership principles to uncover root causes, analyze complexity, and develop actionable solutions. This hands-on approach ensures they create immediate impact while building the skills to drive long-term organizational success.

Who is PowerUp?

Charity Pennock (Lead Faculty), ICF Associate Certified Coach: Charity is a seasoned professional with over 20 years' experience in director and management positions. Charity has dedicated the bulk of her career to the clean energy industry, focusing on public policy advocacy, building industry partnerships, and fostering coalitions.

Andrew Pennock (Lead Faculty), PhD: Andy is an Associate Professor of Public Policy at the University of Virginia's Batten School of Leadership and Public Policy. His work focuses on equipping leaders to navigate complex challenges, foster collaboration across organizational boundaries, and generate systemic progress in high-stakes environments.

Clients we work with:

- Women of Renewable Industries & Sustainable Energy (WRISE)
- Darden School of Business, University of Virginia
- Environmental Business Council of New England
- Center for Nonprofit Excellence
- Federal Executive Institute
- School of Medicine, University of Virginia

- Georgia Legislative Leaders Institute, University of Georgia
- Mayoral Leadership Academy, University of Georgia

Additional Faculty:

Renée Kathawalla, PhD: Renée is currently a Visiting Assistant Professor at Georgetown University's McDonough School of Business and will be joining the UVA Darden School of Business as an Assistant Professor in Fall 2025. Renée advises organizations in the leadership development space and has led workshops for venture capital firms and their portfolio companies, including Burnt Island Ventures and C5 Accelerate.

Carrie O'Neil, ICF Associate Certified Coach: Carrie is a learning and leadership development strategist, leadership coach, and conflict resolution expert. She has extensive experience designing and delivering leadership development programs that are experiential, learner-centered, and grounded in adult development to organizations such as the U.S. Agency for International Development (USAID), the U.S. State Department, and several private sector companies.

Abigail Scholer, PhD: Abby is the Batten Family Bicentennial Distinguished Leadership Professor of Public Policy at the University of Virginia's Frank Batten School of Leadership and Public Policy. Abby leads leadership development workshops on "Embracing Difficult Conversations" and "Motivating Others." Her recent clients include PBS, Pew Charitable Trusts, and the Federal Executive Institute.

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