

PowerUp: Faculty

Lead Faculty



Charity Pennock, 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. She has built organizations, launched new programs, and worked across sectors including corporate, government, higher education and non-profit partners and clients. These experiences helped Charity to use and refine her abilities in helping clients seeing the big picture, understanding people's motivations, asking important questions, creating actionable plans, and walking with people

through conflict and emotionally taxing situations. Charity is an International Coaching Federation Associate Certified Coach and a Gestalt International Study Center Certified Coach.



Andrew Pennock, PhD: Andy is faculty member at the University of Virginia's Batten School of Leadership and Public Policy, where he teaches courses on leadership, policy analysis, and organizational change. He has extensive experience in executive education, having worked with federal executives, state legislators, international officials, school leaders, and medical professionals on adaptive leadership, change management, and systems thinking. Andy has designed and delivered leadership development programs for the Federal Executive Institute, the Aspen Institute, and the EU-funded WeLead program, among

others. His work focuses on equipping leaders to navigate complex challenges, foster collaboration across organizational boundaries, and generate systemic progress in high-stakes environments.

Additional Faculty



Renée Kathawalla, PhD: Renée is currently a faculty member at Georgetown University's McDonough School of Business and will be joining the UVA Darden School of Business faculty in Fall 2025. She teaches classes on organizational behavior, negotiations, and leadership at the undergraduate, MBA, and Executive MBA levels. She also teaches in executive education programs for clients including Booz Allen Hamilton and Seguros Monterrey New York Life. Additionally, she 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. Renée earned her Ph.D. from Harvard and completed a postdoctoral fellowship at George Mason.



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. An ICF-certified coach, Carrie works with senior executives across the federal, public, and private sectors, helping them align their goals, leverage personal strengths, and navigate complex organizational challenges to enhance self-awareness and drive performance. She has led leadership initiatives for organizations such as the U.S. Agency for International Development (USAID), the U.S. State Department, and several private sector companies. Carrie

holds a master's degree in adult development from Harvard Graduate School of Education and an MPA from Columbia University.



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. Broadly, Abby researches the dynamic, complex, and often confounding world of human motivation and self-regulation: What makes us reach for the stars, huddle in a corner, get out of bed, help others, break our diets, save for retirement, follow rules, and color outside the lines? 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. Scholer received her Ph.D. in Social Psychology from Columbia University.