



PowerUp

Shaping the Future of
Energy Leadership

PowerUp is a high-impact leadership development program designed to accelerate the growth of mid- to senior-level women leaders in the energy sector. The program combines immersive training, executive coaching, and peer learning with a company-embedded leadership challenge—ensuring participants create tangible value for their organizations while deepening their leadership capabilities.

Companies that invest in PowerUp gain leaders who:

- ❖ **Lead with executive presence**, thinking enterprise-wide and earning influence across the organization
 - ❖ **Build high-performing teams** and foster a culture of collaboration and accountability
 - ❖ **Navigate complexity with confidence**, diagnosing systemic challenges and mobilizing stakeholders for change
 - ❖ **Expand their reach and impact**, backed by a trusted network of energy-sector peers
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What makes PowerUp different? → Leaders create value while they learn.

PowerUp combines expert leadership development with real organizational problem-solving. Participants don't just attend training. They solve a live business challenge during the program, creating immediate ROI for your organization.

- ❖ **Immediate impact:** Solutions to real organizational challenges, developed with expert guidance
- ❖ **Sustained transformation:** 4 months of coaching, training, and peer support, not a single event
- ❖ **Deep self-awareness:** Comprehensive 360° assessment revealing blind spots and areas for growth
- ❖ **Sector-specific insight:** Peer learning with women leaders facing similar energy sector dynamics

The difference: Most programs teach leadership in the abstract. PowerUp participants apply what they're learning to your toughest problems and bring back solutions.

Program Focus Areas:

→ Leading Presence (Self-Awareness + Personal Impact)

- ◆ Cultivate the executive presence that inspires confidence and earns influence
- ◆ Develop deep self-awareness through a 360° assessment
- ◆ Design a growth plan targeting your highest-impact development areas

→ Leading Through Complexity (Adaptive Leadership)

- ◆ Diagnose organizational challenges that require systemic change, not quick fixes
- ◆ Mobilize stakeholders to make progress on challenges that don't have clear solutions
- ◆ Solve a live organizational challenge with expert guidance and peer support

→ Leading Highly Effective Teams

- ◆ Create the conditions for high-performing, resilient teams
 - ◆ Navigate conflict and difficult conversations with confidence
 - ◆ Bridge the gap between organizational strategy and team goals
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PowerUp 2026:

Who: PowerUp is ideal for mid- to senior-level experienced leaders in the energy sector. *Cohort limited to 12 participants to ensure personalized attention and meaningful peer connections.*

When: January - April 2026. Virtual learning module dates:

- ❖ January 26 - 27
- ❖ March 2 -3
- ❖ April 13 -14

Where: All sessions will take place virtually via Zoom.

Investment: \$4,950 per participant

- ❖ Three 2-day leadership development trainings
- ❖ Four one-on-one executive coaching sessions
- ❖ 360° Leadership Circle Profile Assessment
- ❖ Peer learning cohort of energy sector leaders

Registration: [Registration is now open!](#) (Deadline: January 12th, 2026)

Program Faculty:

Charity Pennock, Associate Certified Coach (ACC): Charity Pennock founded North Street Group and designed PowerUp based on 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. Charity is an International Coaching Federation Associate Certified Coach.

Additional faculty include:

Andrew Pennock, PhD, Associate Professor, Batten School of Public Policy and Leadership, University of Virginia

Fulbright Scholar specializing in experiential leadership development, organizational change, and executive education for public and private sector leaders

Renée Kathawalla, PhD, Assistant Professor, Darden School of Business, University of Virginia

Expert in team dynamics, psychological safety, and the unconscious behaviors that shape organizational change

Carrie O'Neil, Associate Certified Coach (ACC), International Coaching Federation

Leadership coach with 20+ years in international development, specializing in purpose-driven leaders navigating complexity and change

Learn More:

- Schedule an [Exploration Call](#)
- [Visit our website](#)
- Contact: Charity Pennock at charity@northstreetgroupllc.com