

KEYNOTES · LEADERSHIP PROGRAMS · CULTURE PARTNERSHIPS

Stabilizing leadership under *pressure*.

Dr. Ebony I. Green, Ed.D.

EXECUTIVE CULTURE STRATEGIST · FORMER PRINCIPAL AND DISTRICT LEADER · TEDx SPEAKER

A culture strategist who has led the *building*.



Based in Newburgh, New York

Experience 25+ years: teacher, principal, district leader

Stages TEDxNewburgh, conferences, offsites, district institutes

Author *Acts of Liberation*

Host Hello Kind Soul Podcast

Delivers In person or virtual

Dr. Ebony I. Green is an Executive Culture Strategist who helps leadership teams stabilize culture by strengthening emotional regulation under pressure. She works with executives navigating high stakes environments where burnout, communication breakdown, and reactivity threaten performance and trust.

With more than 25 years of experience as a teacher, principal, and district leader, Dr. Green understands how pressure reshapes leadership behavior and organizational systems. She has led through crisis, institutional strain, and large scale change, equipping leaders with practical frameworks that embed emotional intelligence into daily leadership practice.

As the Founder of Hello Kind Soul, she bridges emotional intelligence with operational strategy and helps organizations prevent cultural self destruction while protecting both results and people.

Through keynote addresses, executive intensives, and advisory partnerships, Dr. Green partners with leaders who are committed to building cultures that remain steady even when pressure rises.

“Kindness isn’t about being soft. It’s about being honest in a way that protects the relationship while telling the truth.”

Bios and an *introduction*.

Use these as written in event programs, on registration pages and from the stage.

Please let us know if you need a different length.

SHORT BIO · 40 WORDS

Dr. Ebony I. Green is an executive culture strategist, former principal and district leader, and TEDx speaker. As founder of Hello Kind Soul, she helps executive teams, school districts and organizations strengthen emotional regulation, so culture holds when pressure rises.

PROGRAM BIO · 100 WORDS

Dr. Ebony I. Green spent more than 25 years as a teacher, principal and district leader, leading schools through crisis, institutional strain and large-scale change. Today, as founder and CEO of Hello Kind Soul, she shows executive teams, educators and conference audiences how emotional regulation shapes trust, decisions and performance, and gives them tools they use the next morning. Her work rests on one idea: emotional regulation is not a personal wellness skill, it is organizational infrastructure. She is a TEDxNewburgh speaker, the author of *Acts of Liberation*, and the host of the Hello Kind Soul Podcast. She is based in Newburgh, New York.

INTRODUCTION TO READ ALOUD · ABOUT 45 SECONDS

Our next speaker spent more than 25 years inside schools and districts, as a teacher, a principal and a district leader. She has led through the kind of pressure most of us only talk about. Today she works with executive teams, school systems and organizations on one idea: emotional regulation is not a personal wellness skill. It is organizational infrastructure. She is a TEDx speaker, the author of *Acts of Liberation*, the host of the Hello Kind Soul Podcast, and the founder of Hello Kind Soul. Please welcome Dr. Ebony Green.

Emotional regulation is not a wellness skill. It is *infrastructure*.

When pressure rises, culture becomes visible. Organizations do not destabilize because of strategy alone. They destabilize when leadership behavior becomes reactive, inconsistent, or unclear under stress.

“When leaders lose regulation, trust erodes, communication breaks down, and performance becomes unsustainable.”

Hello Kind Soul works at the intersection of emotional intelligence and operational leadership, equipping leaders with practical frameworks that stabilize culture in real time while protecting both results and people.

THREE PRINCIPLES BEHIND THE WORK

Kindness is load bearing

A practical, disciplined skill that shapes how teams communicate and how leaders make decisions when stakes are high.

Regulation is infrastructure

Emotional regulation is the internal capacity that determines whether trust, performance, and culture hold under stress.

Sustainability over heroics

High standards do not require exhausted leaders. We align performance expectations with human capacity, so success is repeatable.

THE SAME HUMAN PROBLEMS, IN DIFFERENT ROOMS

In schools and districts

- Steadying teachers so they stay in the classroom
- Principals modeling regulation for teachers, and teachers for students
- Crisis, testing season and parent-teacher conflict

In organizations

- Keeping high performers, cutting quiet quitting and turnover costs
- Executives modeling steadiness to prevent reactive decisions
- Market swings, layoffs, high-stakes deadlines and mergers

Three talks for the *corporate* stage.

Each tailored to your organization's context and challenges, from leadership offsites to organization-wide gatherings.

Emotional Regulation as Cultural Infrastructure

How leadership behavior under pressure shapes trust, communication, and culture stability.

Emotional regulation is not a personal wellness skill. It is organizational infrastructure that shapes trust, decision quality, retention, and performance stability. Leaders gain tools to regulate in real time, interrupt escalation cycles, and embed clarity into communication structures.

Executive teams

Leadership offsites

Organization-wide gatherings

Leading Under Pressure Without Breaking Your People

Hold high standards without escalating fear, avoidance, or burnout-driven turnover.

Participants learn how to hold high standards without escalating fear, how to navigate difficult conversations without avoidance or aggression, and how to align performance expectations with human capacity. Leaders leave with practical regulation routines for meetings and workflows.

People teams

Manager training

Scaling organizations

Compassion Under Pressure

Compassion as disciplined leadership: a strategic advantage in moments of strain.

Compassion and performance are not opposing forces. When leaders remain steady under pressure, they create environments where psychological safety strengthens decision making, collaboration improves, and innovation becomes sustainable.

Culture committees

ERGs

Healthcare and education leadership



Every keynote can be extended into a leadership series, so the language from the stage becomes habits in the work. See **Ways to work together**, page 8.

25 years leading schools and districts. Now she helps yours hold *steady*.

Schools deserve more than survival mode. Our education keynotes equip leaders and educators with tools to stabilize culture and sustain student outcomes.

KEYNOTES

Building Systems of Care for Transformational Leadership

Self-care, group-care, and system-care as a trauma-informed framework for school leaders.

Merging Theory and Practice to Create Sustainable Change

Structure, process, and mindset as the three elements of equitable progress.

Self-Talk: Reimagining Purpose and Communication with Yourself

How belief systems become innovation accelerators or hidden barriers in education.

Advice to My Adolescent Self

For students: three messages to carry into adulthood, built to dismantle self-limiting beliefs.

PROFESSIONAL DEVELOPMENT

Creating Stable, Healing-Centered School Environments

Address secondary and vicarious trauma through a leadership lens and stabilize staff culture.

Stabilizing School Leadership Under Pressure

Frameworks for principals and district leaders navigating high-stakes moments.

Sustainable School Leadership

Align performance expectations with human capacity. Reduce burnout without lowering standards.



Best for: district leadership institutes, principal academies, superintendent forums, school improvement summits, education conferences, student assemblies.

Build a company that holds under *pressure*.

For HR, executive teams, and culture committees building leadership capacity that holds when stakes rise. Each engagement is tailored to your organizational realities.

The Regulation Advantage

Leading with clarity under pressure.

Recognize stress responses, interrupt reactive patterns, and lead with clarity in high stakes moments.

Executive teams

Manager development

Leadership offsites

Repairing Culture

Practical tools for trust, accountability, and communication.

Move from avoidance to action. Address tension, strengthen accountability, rebuild trust.

Teams navigating change

Culture committees

Post-incident recovery

Sustaining the Leader

Preventing burnout while leading with care.

Manage energy, set boundaries, and lead with care that is authentic and sustainable.

Senior leaders

Founders

People and HR cohorts

FORMATS

- Keynotes, in person or virtual
- 90 or 120 minute workshops
- Half-day or full-day intensives
- Multi-session leadership series
- Retreat-style immersions
- Licensed keynotes for your learning platform



Start with one room. Build a culture that *holds*.

Most organizations meet Dr. Ebony through a keynote. The ones that change how their leaders behave under pressure keep going. Each step builds on the one before it.

ONE EVENT

Keynote

One talk, shaped for your audience, at your conference, offsite or district convening. Your people leave with a shared language for pressure and tools they use the next morning.

- A planning call to shape the talk
- In person or virtual
- Time for audience questions

TYPICAL INVESTMENT

\$10,000 to \$12,500

A SEASON OF WORK

Leadership series

Three or four sessions with the same group, so new habits have time to take hold: less reactivity, a more aligned team, and leaders who model the emotional intelligence they ask for.

- Three to four sessions
- Half-day or full-day intensives
- Trauma-informed PD for K-12 and nonprofits

TYPICAL INVESTMENT

\$5,000 to \$20,000+

TWO YEARS

Culture partnership

The KIND Leadership and Culture Transformation Partnership: 24 months of keynotes, leadership series and advisory support in one plan built around your goals.

- Keynotes for the whole organization
- Series and intensives for leaders
- Advisory support between sessions

TYPICAL INVESTMENT

Scoped with you

ADD-ON

License the keynotes

Host three signature keynotes on your organization's learning platform for two years, as recorded talks your people can return to. Non-exclusive, from about \$35,000 for three talks.

Ranges are typical starting points. Every engagement is scoped to your goals, audience and size, and we confirm the fee on a strategy call.

TRUSTED BY

Corporate, higher education, K-12 and *nonprofit* partners.



TEDxNewburgh



Independence
care system



CORPORATE AUDIENCES

- Executive teams and leadership offsites
- HR and people operations
- Culture committees and ERGs
- Distributed workforces

EDUCATION AUDIENCES

- School and district leaders
- K-12 teachers and staff
- Higher ed faculty and administrators
- Student support teams, and students

WHAT AUDIENCES SAY

“Dr. Green created a space that was both affirming and thought-provoking. Her ability to connect personal experience with actionable strategies made the discussion feel not only relevant, but necessary.”

DST LIVE WELL SUMMIT

“Dr. Green’s teachings are like an invitation we have been waiting for. Her framework invites us to discover the gifts in our challenges and the blind spots in our belief systems.”

ACOSTA INSTITUTE

“Today’s session was truly inspiring and helpful. I feel like Dr. Green was actually speaking personally to me.”

RISE CONVENING



Decades inside the systems we help *rebuild*.

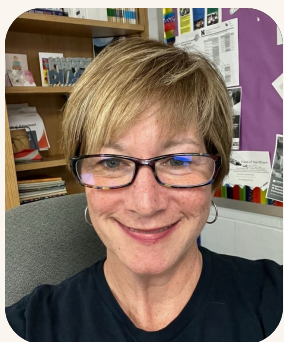
Hello Kind Soul is a leadership and culture transformation company founded in Newburgh, New York. It partners with corporations, school systems, and nonprofit organizations to build what we call emotional infrastructure.



FOUNDER AND CEO

Dr. Ebony I. Green

Executive culture strategist with more than 25 years as a teacher, principal, and district leader. She delivers the keynotes, executive intensives, and advisory partnerships.



DIRECTOR OF SUSTAINABLE PERFORMANCE

Amy Pittari, LCSW-R

An LCSW-R with more than 30 years in social work. With a background in trauma-informed care, restorative practices, and organizational wellness, Amy designs and implements experiences that center emotional intelligence and community care.



DIRECTOR OF CULTURE REPAIR

Dr. LaShawnna Harris

More than 22 years in education, including 16 in the New York City Department of Education as a teacher, math staff developer, assistant principal, founding principal, and principal coach. An expert in improvement strategy design, change management, and leadership development, with a Doctorate in Executive Leadership from St. John Fisher University.

WATCH, LISTEN, READ

See her on *stage*.



TEDXNEWBURGH

From Empathy to Equity: the ebb and flow of reciprocal leadership

Dr. Green on reciprocal leadership: the ebb and flow of teaching, building, and grace.

youtube.com/watch?v=ASIIIRAGq15Q



SPEAKER REEL · 2:45

Dr. Ebony Green on stage

A short cut of Dr. Green from the stage, for committees and planners.

youtube.com/watch?v=jO_aFRhZgG8

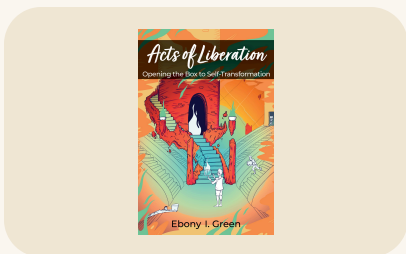


PODCAST

The Hello Kind Soul Podcast

30k+ subscribers. Real conversations on leadership, identity, and what it means to live and lead with intention.

youtube.com/@hellokindsoulpodcast



BOOK

Acts of Liberation: Opening the Box to Self-Transformation

Her book on truth-telling and self-transformation. For leaders, her guide *50 Things Great Leaders Need to Know How to Say* is a desk reference for the fifty conversations every leader meets, at kindsoulchallenge.com/resources.

Follow: LinkedIn /in/dr-ebony-green · Instagram @iamhellokindsoul · YouTube @hellokindsoulpodcast

Let's find the right *starting point*.

Send a short brief and we'll come back within two business days with availability and a time to talk. We share fee ranges on that call.

HOW IT WORKS



Send a quick brief

Tell us about the event and what you want people to walk away with.



Hear back within two business days

With availability and a time to talk.



Scope it on a 20-minute call

We settle the format, timeline and fee together.

HELPFUL TO INCLUDE

- Event name or theme, and the date or timeframe
- Who the audience is, and roughly how many
- In person, virtual or hybrid, and the city
- What you want people to leave with
- Your budget range and decision timeline

BOOK

kindsoulchallenge.com/contact

EMAIL

hello@kindsoulchallenge.com

PARTNERSHIPS

kindsoulchallenge.com/partnerships



Photos, logos and bios for promotion are available on request.
Please use the bios as written.