Thomas E. Anderson, II

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**EDUCATION**

**Doctor of Strategic Leadership (DSL)** May 2022

Regent University, Virginia Beach, VA

*Doctoral Project Title*: “Vision 360: Reconceptualizing Visionary Leadership for 21st Century Organizations and Entrepreneurial Teams

*Committee*: Kathleen Cabler (Chair), Barry Doublestein

**Master of Divinity in Practical Theology** December 2015

Regent University, Virginia Beach, VA

*Leadership Coaching Internship*May 2013 - August 2013

Lifeforming Leadership Coaching

* Coached the Director of Training around preserving organizational values while adapting to coaching industry standards, and serving stakeholder needs
* Collaborated with senior management to identify and execute high-priority course development projects for a network of over 5000 coaches
* Edited training curriculum, instructors’ notes, and workbooks to qualify for Accredited Coach Specific Training Hours (ACSTH) certification through the International Coach Federation (ICF)

**Master of Arts in Organizational Leadership** December 2015

Regent University, Virginia Beach, VA

**Bachelor of Arts in Architecture** May 2003

Columbia University, New York, NY

**TEACHING & ADVISING**

**Venture Scout** July 2023 - Present

*LvlUp Ventures* Los Angeles, CA (remote)

* Create and develop pipeline of early-stage startups
* Review pitch decks, user and financial data to determine fit
* Refer qualified candidates to apply for suitable funds

**Leadership Coach and Facilitator** May 2015 - Present

*Teaiiano Leadership Solutions* Glen Burnie, MD

* Develop leadership trainings and workshops to teach new concepts and bridge existing knowledge gaps
* Conduct academic research to infuse evidence-based best practices into leadership workshops and seminars
* Facilitate strategic thinking and planning meetings for groups of 5 to 30 leaders, in person and virtually
* Coach entrepreneurs, leaders, managers, and professionals on various organizational levels
* Advise senior leaders of 100- to 500- member organizations on strategies for visioning, change, leadership, and organization development
* Developed a presentation coaching program for Fortune 500 sales manager, increasing program enrollments by 50% over six months
* Lead discussions and assist participants in navigating difficult topics
* Guide teams to consensus in an open forum, structured for active listening

**Mentor to Founders/CEOs** October 2022 – May 2023

*Newchip Accelerator (defunct)* Austin, TX (remote)

* Coach founders of tech startups to maximize Pre-Seed through Round A return on investment (ROI) using strategic leadership and organization development
* Serve as a high-quality sounding board for pitch decks, prototypes/MVPs, market fit, and user acquisition strategies; develop action plans and provide ongoing accountability
* Establish and prioritize strategies and key performance indicators (KPIs) to achieve business goals
* Motivate founders to provide effective leadership of executive teams
* Optimize investor pitches by leveraging powerful stories and use cases

**Guest Teacher** January 2014 – June 2022

*Montgomery County Public Schools* Rockville, MD

* Provide whole-group instruction for groups of 15 to 40 high school students; provide small group instruction and one-to-one academic coaching
* Teacher of Record for five sections of English as a Second Language (ESOL)
* Provided long-term coverage for English, Academic Support, Biology, and Computer Science classes
* Graded online and paper assignments for 120 students per quarter, using a grading software program
* Use instructional technology to facilitate in-person and online learning activities
* Design presentations using PowerPoint and ActiveInspire programs
* Proctor AP and IB assessments for over 70 students
* Communicate with students via Learning Management Platforms (e.g., Google Classroom and Instructure)

**Music Ministry Facilitator** January 2004 - December 2007

*Mount Calvary Church International, Inc.* Providence Forge, VA

* Taught choral music to youth and adult singers
* Hired keynote speaker and clinicians for conferences; planned and facilitated workshops for 30+ singers

**PUBLICATIONS**

***Journal and Popular Press Articles***

Anderson II, T.E. (2022, October 21). Goodnight coach. *Christian Coaching Magazine*.

Anderson II, T.E. (2018). Organizational coaching: Reaffirming the classical perspective on organization change, *Journal of Practical Consulting, 6*(1), 131-136

Anderson II, T.E. (2018). The relationship of coaching ROI to Biblical kingdom living, *Journal of Practical Consulting, 6*(1), 87-101

***Working Papers***

Anderson II, T.E. (2021). Toward a Theory of Organizational Coaching Integration (preprint). *ResearchGate*.

**CONFERENCE PRESENTATIONS**

2023. Anderson II, T.E. Culture Panel. Confident Leaders Symposium. Belem Leaders. Naples, Florida

2022. Anderson II, T.E. Technology Panel. Coaching Roundtable. Regent University School of Business and Leadership Research Roundtables, Virginia Beach, Virginia

2022. Anderson II, T.E. “Can an organization learn to see? Reimagining critical infrastructure sectors using foresight and strategic, vision-based leadership.” Regent University School of Business and Leadership Research Roundtables, Virginia Beach, Virginia

2022. Anderson II, T.E. “The double entendre of coaching technology.” Regent University School of Business and Leadership Research Roundtables, Virginia Beach, Virginia

2019. Anderson II, T.E. “Organizational coaching integration: A case study.” Regent University School of Business and Leadership Research Roundtables, Virginia Beach, Virginia

2018. Anderson II, T.E. “Organizational coaching: Reaffirming the classical perspective on organization change.” Regent University School of Business and Leadership Research Roundtables, Virginia Beach, Virginia

2017. Anderson II, T.E. “The relationship of coaching ROI to Biblical kingdom living.” Regent University School of Business and Leadership Research Roundtables, Virginia Beach, Virginia

**ADMINISTRATIVE EXPERIENCE**

**Lead Consultant,** Teaiiano Leadership Solutions, 2015 - Present. Teaiiano Leadership Solutions delivers consulting services to entrepreneurial and established organizations. As a lead consultant, I interview CEOs, managers, and team members about growth challenges. I also design and administer surveys to measure employee perceptions about organizational issues such as strategic leadership, communication, and workplace coaching capability. I compile and analyze qualitative and quantitative data using Microsoft Excel. I write consulting reports replete with tables, graphs, and charts to summarize research results, provide organizational analysis and recommend solutions. I also plan and conduct feedback meetings to present results and recommendations.

**Founder and Chief Executive Officer,** Teaiiano Enterprises, Inc., 2004 - Present. Teaiiano Enterprises, Inc. delivers organizational development consulting, leadership coaching, and music performance to organizational clients. As chief executive, I transformed the business model, shifting the technical core from music performance to organizational development. I devised a strategic plan to support business transformation. I set short-term and long-range goals to ensure company growth. I established relationships and negotiated agreements with 10 affiliate partners to support longer-term vision development for client organizations. I also analyze profit/loss (P&L), income, and expense reports using Microsoft Excel and QuickBooks. I work with the business administrator to resolve business matters with clients and government agencies. I confer with advisors to address marketing, legal, and financial matters.

**Vision Development Coordinator,** Mount Calvary Church International, Inc., 2004 - 2007. I created this position to support a change initiative. In this role, I consulted with senior managers to plan, implement, and facilitate organizational change. I also coached 30 leaders to align teams’ goals with the organizational vision, set departmental goals, and wrote mission statements. I engaged in a two-year process of gathering qualitative data through observation, interviews, focus groups, and one-to-one coaching. With the data, I developed curriculum and led a half-day communication training to build a healthier company culture. Additionally, I planned and conducted visioning, goal setting, and strategy workshops for first and second-tier leaders. I created program curriculum for seminars on personal development, goal setting, planning, visioning, and leadership topics. I hired internal and external trainers, wrote job descriptions, analyzed job roles, and revised employee handbooks.

**GUEST LECTURES**

**Podcast Guest**, “Coaching Visionary Leaders,” Mission Impact Podcast June 2022

**Podcast Guest**, “Rebuilding Businesses using a Shared Visioning Approach,” Belem Leaders Podcast April 2020

**Guest Speaker**, “G.R.O.W.ing on God’s Mission,” Canaan Baptist Church July 2018

**Guest Speaker**, “The Kingdom is Within You,” Mt. Calvary Church International April 2017

**Guest Speaker**, “By Faith,” Asbury United Methodist Church July 2014

**Guest Speaker**, “Press for Success,” Asbury United Methodist Church August 2010

**Talk Radio Guest**, “Write the Vision” Series, Richmond Radio WREJ 1240 AM February-March 2009

**Lecturer**, “The Priority of Your Purpose,” Mt. Calvary Church International May 2008

**Lecturer**, “Are You In,” Mt. Calvary Church International Music Ministry May 2007

**Guest Speaker**, “Just Getting Over It,” Asbury United Methodist Church December 2006

**Guest Speaker**, “Worth Your Weight in Gold,” Ebenezer Baptist Church April 2006

**Lecturer**, “Maturing for Kingdom Readiness,” Mt. Calvary Church International February 2006

**Guest Speaker**, “The Temple, the Spirit, and the Stone,” Westphalia Church Youth Sunday January 2006

**Guest Speaker**, “Raising the Church Out of the Mud,” Mt. Calvary Church International November 2005

**Keynote Speaker**, “A New You, A New Perspective: It’s All Good,” Mt. Calvary Church International October 2005

**Guest Speaker**, “Paving the Road to Success,” Mt. Calvary Church, Youth Honor Roll Banquet August 2003

**EXECUTIVE EXPERIENCE**

**President**, Board of Directors, Teaiiano Enterprises, Inc. July 2004 - Present

**Board Member**, Board of Directors, Kingdom Builders Fellowship, Inc October 2008 - October 2009

**Board Member**, Board of Directors, Mt. Calvary Church International July 2004 - December 2007

**Board Member**, Executive Board, Columbia University Gospel Choir May 2001 - May 2003

**WORKSHOP AND TRAINING EXPERIENCE**

**Program Developer,** Business Startup Program for Solopreneurs, Teaiiano/Goalster December 2022 - Present

**Facilitator,** Change Appraisal Workshop, Teaiiano November 2022

**Facilitator,** Shared Visioning Workshop, All In Consulting January 2022

**Webinar Host,** Vision + 7-S Virtual Lunch and Learn, Teaiiano June 2021

**Trainer,** Strategic Foresight Workshop, Blessed Trinity Church of Deliverance August 2020

**Trainer,** Strategic Foresight Workshop, Canaan Baptist Church June 2020

**Trainer,** Strategic Foresight Workshop, Goshen United Methodist Church June 2020

**Trainer**, Leadership Training and Strategic Action Planning, Breakthrough New York January 2019

**Webinar Host,** Giving and Receiving Feedback using Key Coaching Skills, Teaiiano June 2019

**Facilitator**, Strategic Action Planning Session, Calloway United Methodist Church June - November 2016

**Seminar Leader,** Leader-Follower Communication Seminar, Arundel Christian Church July 2014

**Moderator**, Ministry Roundtable, Woodlawn-Faith United Methodist Church August 2013

**Clinician**, Music Ministry Workshop, Second New Hope Baptist Church November 2011

**Trainer**, “The Power of Please” Communication training, Mt. Calvary Church July 2009

**Program Developer**, “The Power of Please” Leadership Communication Training April 2008 - January 2009

**Facilitator**, “BullsEye” Goal-Setting Workshop, Mt. Calvary Church October 2007

**Seminar Leader**, Balancing Act: Personal Development Forum, Mt. Calvary Church June 2007

**Clinician**, “Musicianship 101”, Music Ministry Workshop 2006, Mt. Calvary Church June 2006

**Teacher**, “Vision vs. Division.” Apostolic Ministry Workshop, Bethel Baptist Church March 2006

**Presenter**, “Making the Vision Happen” Executive Ministry Workshop, Mt. Calvary Church February 2005

**Organizer**, Music Ministry Conference, Mt. Calvary Church International April 2004

**CONSULTING EXPERIENCE**

Organizational Coaching Integration Assessment, Teaiiano/GPE Infinity Consulting June 2021 – Present

Visionary Leadership Focus Groups, Teaiiano May - June 2022

Staff Placement/Management Consulting, Church of God Francis Lewis Boulevard November 2019 - December 2021

Strategic Team Review and Action Tool (STRAT), All In Consulting April 2020

Organizational Coaching Assessment Exercise, Prime Controls February - March 2020

Staff Placement, Goshen United Methodist Church July 2016

Staff Placement, Blessed Trinity Church of Deliverance May 2016

Employee Motivation Plan, Myriddian, LLC April 2014

Organizational Study Project, Hyatt Place Baltimore-Washington Airport November 2013

Leadership Dynamics Audit, Kingdom Builders Fellowship August 2012

Incorporation and 501(c) 3 submission, Kingdom Ministries Global August 2009

Incorporation, Kingdom Builders Fellowship, Inc. October 2008

Grant Writer, GIRLIE Group of Mt. Sinai Cathedral COGIC, Awarded $8,400 May - October 2008

Christian Accounting and Business Services, LLC, Brand Imaging and Logo Design April - September 2008

Resume Writing, Career Development, and Business Start-up, Vandalyn Kennedy February - June 2008

501(c) 3 Resubmission, Mt. Calvary Church International, Inc. June - September 2006

Incorporation and Business Licensing, Raymond L. Otey Ministries April 2006

Strategic Action Planning, JT’s Barber and Beauty Salon November 2005

Redemption Productions Theatre Company, LLC, Start-up phase 2005 - 2007

Songwriter and Music Director, Redemption Productions Theatre Company, LLC 2005 - 2007

**PROFESSIONAL CERTIFICATIONS**

**Organization Development Certified Professional** October 2019

Institute of Organization Development, Fort Myers, Florida

**Leadership Coach** December 2013

Lifeforming Leadership Coaching, Virginia Beach, Virginia

**Growth Coach** May 2013

Lifeforming Leadership Coaching, Virginia Beach, Virginia

**Life Coach** August 2012

Lifeforming Leadership Coaching, Virginia Beach, Virginia

**RESEARCH PROFICIENCY AND INTERESTS**

Visionary Leadership, Organizational Coaching, Coaching Culture, Entrepreneurship