



Dr. LaTonya Applewhite

Inspiring Leadership and Growth

[Dr. LaTonya Applewhite](#) helps organizations strengthen leadership, workplace culture, and talent development. Her people-focused approach encourages professionals to build stronger teams, improve communication, and create opportunities for growth. By connecting leadership development with organizational goals, she inspires businesses to develop their people while working toward sustainable success.



FOUNDATION

The Classroom Foundation

Over **two decades** of hands-on experience — as an English teacher, coach, and building leader — gave Dr. Applewhite an intimate understanding of student needs and academic barriers.

Direct Instruction

Shaped young minds through literacy, mentorship, and academic coaching

Systems Thinking

Recognized that lasting change requires influence beyond the classroom

Student-Centered Lens

Ground-level insight into barriers that policy alone cannot solve

2022 MILESTONE

Equity as Action



Executive Director of Equity & Student Success

Appointed at **Oak Park & River Forest High School**, Dr. Applewhite moved equity from aspiration to action.

CARE Curriculum

Staff-wide diversity and inclusion training, built from the ground up

Multicultural Student Achievement Network

Empowered students to advocate for social justice and academic excellence

OPERATIONAL IMPACT

Digitizing Growth at District 149

At **Dolton School District 149**, Dr. Applewhite inherited a fragile, paper-dependent system — and transformed it without disrupting daily operations.

50%

Faster Onboarding

Onboarding time cut in half through streamlined digital workflows

80

New Hires

Recruitment scaled to 80 new staff members in under one year

0

Operational Disruptions

Modernization completed without interrupting daily staff operations

PHILOSOPHY

The People-First Philosophy

Technology only succeeds when people trust, understand, and help shape the system.



Relationship-Based Leadership

Shifted from policy-driven management to sustainable empowerment built on trust



Growth Over Hierarchy

Leadership is measured not by direct reports, but by the growth of those coached



Shared Ownership

People help shape the systems they use — driving adoption and lasting change



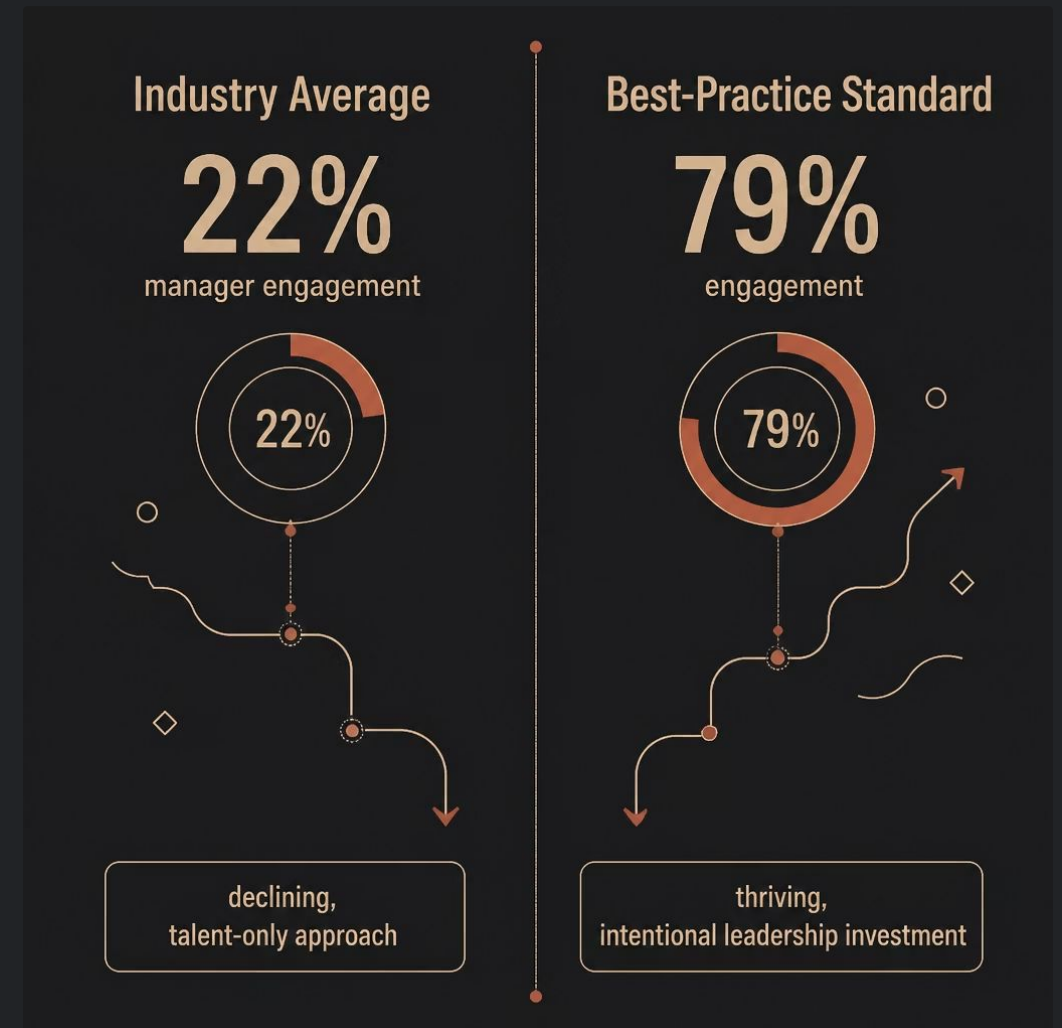
Solving the Managerial Engagement Gap

A Crisis in Leadership

Global manager engagement has fallen to just **22% by 2025** — a signal that talent acquisition alone cannot sustain organizational health.

Dr. Applewhite champions the "**79 Percent Standard**": best-practice organizations maintain dramatically higher engagement through intentional, consistent investment in their people.

- ❏ The argument is clear: leadership strategy must outpace talent-only hiring.



STRATEGIC VISION

The Strategic Imperative

Sustainable success requires investing in people as a **primary business strategy** — not an afterthought.



Continuous Learning

Professional growth is an ongoing commitment, not a one-time event



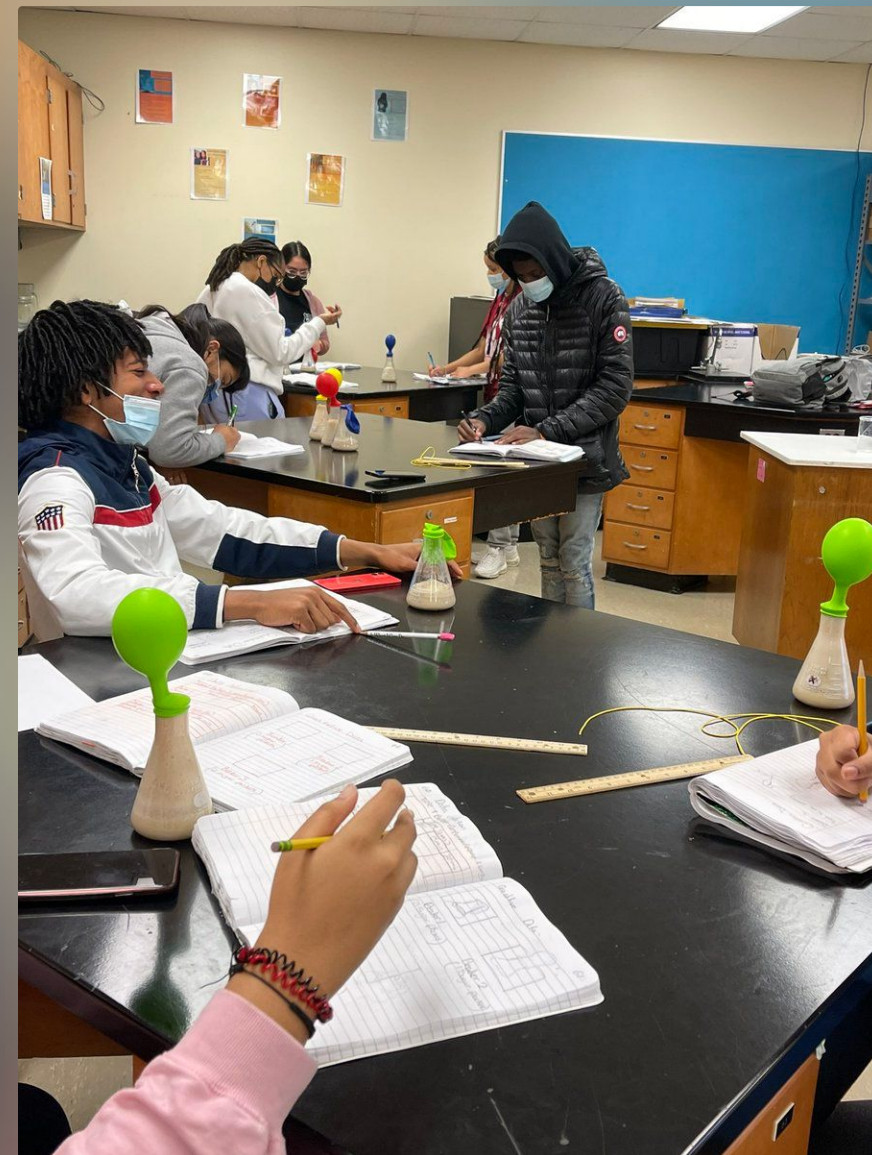
Transparency & Accountability

Clear expectations and open communication build trust at every level



Seen, Stretched & Supported

Every team member deserves an environment that challenges and uplifts them



LEGACY

The Lasting Impact

When leaders invest in people, people invest in the mission.

The Vision

Organizations that not only perform today but sustain long-term growth through people-centered leadership

The Call to Action

Shift from one-time initiatives to **intentional, daily leadership** that empowers others to thrive

The Legacy

A model of leadership that transforms systems, uplifts communities, and multiplies impact through every person coached