



TECHNICAL INFORMATIONAL FORM

Respondent Entity Name

No Impediments

Respondent Contact Person

Chris Leonard

1. Scope of services:

- ☒ Workshop Facilitation, Professional Development
- ☒ Keynote Address
- ☒ Graduation Address
- ☒ Executive Coaching

2. Top 10 competencies

(for Workshop Facilitation, Keynote, and Graduation Addresses)

1. **Being Resilient** — Burnout prevention, sustainable performance, and rebounding from adversity are core to Chris's keynote and workshop curriculum
2. **Drives Engagement** — Connects people's motivators to organizational mission; central theme across facilitation work
3. **Demonstrates Self-Awareness** — Reflection, feedback, and personal insight are foundational to both coaching and EQ-focused sessions
4. **Self-Development** — Purposeful career development programming directly addresses continuous growth through formal and informal channels
5. **Develops Talent** — Aligns individual career goals with organizational objectives; addressed in leadership development workshops
6. **Communicates Effectively** — Multi-mode communication and audience-adaptive delivery are both a Chris's methodology and a topic he teaches
7. **Manages Conflict** — "Lean and Clean: The Art of Giving and Receiving Crucial Feedback" directly addresses this competency
8. **Instills Trust** — Emotional intelligence curriculum addresses honesty, authenticity, and consistency between words and actions
9. **Situational Adaptability** — Change management expertise and agile leadership background ground this competency in real organizational practice
10. **Drives Vision and Purpose** — "Signal from the Soul" and "You Made It. Now What?" keynotes directly address purpose-driven leadership and vision articulation

3. Top 3 coaching strategies (for Executive Coaching)

1. Leadership Coaching
2. Performance Coaching
3. Strategic Coaching



4. Other topics of expertise

In addition to the leadership and human performance topics above, Chris brings deep practitioner expertise in:

- Business Agility
- Organizational Change Management
- Project and Program Management
- AI Product Development
- Product Ownership

These disciplines directly inform his work on two competencies agencies most frequently request — **Builds Effective Teams** and **Collaborates** — grounding facilitation in the real operational dynamics teams face, not theory alone.

Chris has delivered engagements across government, healthcare, financial services, and technology sectors.

These technical disciplines inform a coaching and facilitation approach that is grounded in real-world organizational dynamics — not theory alone. Chris has delivered engagements across government, life sciences, nonprofit, and technology sectors.

5. Facilitation style:

- ☒ Interactive
- ☒ Coaching-Oriented

Chris's sessions blend structured content with in-the-moment audience engagement. He draws on storytelling, direct challenge, and reflective prompts to create experiences that participants carry into their work — not just their notes.

His background spanning the arts, business, and public service gives him a perspective that resonates across diverse audiences and roles.

6. Services available virtually

All selected services — Workshop Facilitation, Keynote Address, Graduation Address, and Executive Coaching — are available in both in-person and virtual formats.

7. Coaching philosophy and style

Chris's coaching philosophy centers on the intersection of organizational performance and personal mission: by balancing organizational needs with a client's personal goals and values, he helps clients achieve their highest sustainable performance and build a path toward the life and career legacy they want.

In practice, this means Chris works to understand both what the organization needs from a leader and what that leader needs to thrive — then helps close the gap between the two. Sessions are direct, reflective, and results-oriented. Chris draws on his background in agile leadership, change management, and human performance to help clients navigate complexity, clarify priorities, and lead with greater intention.

8. Photo consent

Yes, see attachments.

9. Willing to travel to/within Tennessee

Yes

Additional Considerations

Chris's work is particularly well-suited to government workforce development because his topics address the real human dynamics that determine whether strategy gets executed:

- Burnout and sustainable performance
- Resilience under pressure
- Purposeful career development
- Interpersonal skills that make leadership effective at every level

Chris's facilitation and coaching approach is designed to develop measurable growth across the Korn Ferry leadership competency framework, making his engagements a natural fit for DOHR OOA's existing development architecture.

His technical fluency in organizational agility and change management also positions him to support OOA's mission in ways that go beyond traditional soft-skills facilitation.

Cost Information

Pricing units

Facilitation, keynote, and graduation engagements are priced as flat fees per engagement. Executive coaching is priced on a quarterly retainer basis.

Typical price ranges

Service	Pricing Model	Typical Range
Keynote Address	Flat fee per engagement	\$3,000 – \$7,500
Graduation Address	Flat fee per engagement	\$2,000 – \$5,000
Workshop / Half-Day Facilitation	Flat fee per engagement	\$3,000 – \$6,000
Workshop / Full-Day Facilitation	Flat fee per engagement	\$5,000 – \$9,000
Executive Coaching	Quarterly retainer	\$4,500 – \$9,000/quarter
Virtual delivery (any service)	Flat fee per engagement	~10% reduction from in-person rate

Travel and expenses billed at cost for in-person engagements outside the Nashville metro area.

Custom pricing is available for multi-engagement and integrated program arrangements.

No Impediments
DD 6 1108 McKennie Avenue
Nashville, TN 37206
(615) 430-6594
chris@noimpediments.com



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Speaking Client References

David Barrett

Founder, ProjectBites.com
dbarrett@solutionsnetwork.com
416-573-0286

Warren Pettit

Director, Contemporary Music Center
warren@cmcnashville.com
615.310.2660

Susan Liberatore

Chief Programs Officer, Center for Nonprofit Excellence of Middle Tennessee
susan@cneamt.org
615-337-5459

Dr. Steve Pollock

Chapter President, Project Management Institute, Kentuckiana Chapter
steve.Pollock@fcma.com
502-640-3228