

Dr. Shalisa Wright, Ph.D.

Industrial-Organizational Psychologist | Organizational Consultant | Creator of the Ethical Leadership Theory Model

“Ethical Leadership. Stronger Cultures. Better Results.”

Academic Credentials

- Ph.D., Industrial-Organizational Psychology — Capella University, 2025
- Dissertation: Qualitative research on ethical consultants and leadership culture in the post-COVID workforce
- Original research produced the Ethical Leadership Theory (ELT) Model — a proprietary framework for diagnosing and building ethical leadership behavior inside organizations

Field Experience

Dr. Wright brings frontline leadership development experience to every engagement. Her work includes building specialty leader development programs for frontline teams at Lowe's — equipping managers with the consistent behaviors, shared standards, and accountability tools their teams need to perform.

She partners with HR, People Ops, and organizational leadership teams navigating culture risk: high turnover, inconsistent management, communication breakdowns, and performance drift.

The Ethical Leadership Theory (ELT) Model

“A research-backed framework that equips leaders with the behaviors, standards, and tools to build ethical culture — measurably.”

1. ACCOUNTABILITY

Leaders own their behaviors and outcomes. Accountability is not a consequence — it's a standard that leaders model every day.

2. INTEGRITY

Leaders act in alignment with shared ethical standards. Integrity is visible in decisions, communication, and how teams are treated.

3. TRANSPARENCY

Leaders communicate openly and consistently. Transparency builds the psychological safety that drives team performance and trust.

Who She Serves

- Leadership teams and managers at mid-to-large organizations
- HR and People Ops partners managing culture transformation
- Frontline and retail organizations building consistent leadership standards
- Organizations facing turnover, communication breakdowns, or culture drift

What She Brings to Every Engagement

- Ethical Leadership Culture Baseline Assessment
- Manager Playbook (coaching prompts, feedback cadence, accountability standards)
- Team Communication and Decision-Making Toolkits
- Ethical Leadership Scorecards (Accountability | Integrity | Transparency)
- Implementation Coaching and Measurement

“Dr. Wright doesn't deliver workshops. She builds systems that make ethical leadership the operating standard — not the aspiration.”

Start with a free Discovery Call → wocworks.org

Book a Discovery Call at wocworks.org