

SHORT BIO

Shola Richards is a workplace kindness expert, global keynote speaker, and bestselling author who has testified before Congress and spoken to organizations across three continents, including Google, Microsoft, and Kaiser Permanente. His insights help people and organizations become strong enough to be kind. When Fortune 500 companies and major institutions need to tackle workplace incivility head-on, they call the guy who's made kindness his fight.

MEDIUM BIO

Shola Richards speaks about workplace transformation, but he didn't start out as a fighter. For years, he waited for someone else to step up when he faced bullying and workplace dysfunction. When no one came, he realized a simple truth: what you allow is what will continue. He had to become his own hero.

Now a workplace kindness expert and bestselling author of three books, Shola has testified before Congress on civility and spoken to audiences at organizations across three continents, including Google, Microsoft, and St. Jude Children's Hospital. His message isn't about being nicer. It's about building the strength to stand up for what's right, even when it's uncomfortable.

Organizations worldwide turn to him when they're ready to stop managing incivility and start eliminating it. He calls it being "Strong Enough to Be Kind", and it's creating workplaces people never want to leave.

LONG BIO

Shola Richards speaks about workplace transformation, but he didn't start out as a fighter. For years, he waited for someone else to step up when he faced bullying and workplace dysfunction. When no one came, he realized a simple truth: what you allow is what will continue. He had to become his own hero. That realization changed everything.

Today, he's a workplace kindness expert and global keynote speaker whose work has taken him from testifying before Congress to speaking across three continents. Real kindness, he argues, takes guts. It requires you to fight incivility instead of managing it, to care about people and problems that don't directly affect you, and to refuse to let harmful dynamics slide just because it's easier to stay quiet.

His message has reached audiences at organizations including Google, Microsoft, Salesforce, Kaiser Permanente, Mayo Clinic, St. Jude Children's Hospital, and dozens of other major companies and institutions worldwide. Major media outlets like the *Today Show*, *CBS This Morning*, and *Forbes* regularly feature his insights.

His three bestselling books have become essential reading for leaders worldwide. *Civil Unity: The Radical Path to Transform Our Discourse, Our Lives, and Our World* earned praise from Mel Robbins as "an incredibly powerful and compelling guide to restoring much-needed kindness to our divided world." *Go Together: How the Concept of Ubuntu Will Change How You Live, Work and Lead* won the Gold Medal at the 2025 Independent Publisher Book Awards. And *Making Work Work: The Solution for Bringing Positive Change to Any Work Environment* hit #1 New Release in both "Workplace Culture" and "Human Resources" categories on Amazon.

His podcast, *The Kindness Extremist*, tackles the hard conversations that actually matter, helping listeners navigate conflict, set boundaries without losing compassion, and turn moments of tension into opportunities for real change.

When you're strong enough to be kind, you don't just change your workplace—you become the leader people choose to follow, and the organization competitors wish they could build.