

Brian Virtue, Ph.D.

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CAREER SUMMARY

I have contributed to the development of leaders in multi-ethnic and multi-national contexts for over twenty years, most recently as a graduate professor teaching leadership and peacemaking courses to students from over 25 countries. I have taught courses in interpersonal peacemaking, interpersonal relationships, team leadership, negotiation, and Christian marriage. My PhD is in Peace Studies, where I participated in a unique program that integrated research, biblical and theological foundations, and peacemaking practices that aim for heart and relationship transformation in addition to resolution of conflicts. My dissertation explored how negotiations across unequal power and diverse identities can result in flourishing outcomes for all parties. I also have over a decade of human resource and executive leadership experience that has allowed me to be both a scholar and practitioner of cross-cultural and organizational leadership as well as peacemaking. My experience as a peacemaker includes interpersonal and team mediation, conflict and negotiation coaching, organizational change and conflict, and teaching peacemaking at different levels.

EDUCATION

International Graduate School of Leadership

Ph.D. Peace Studies

May 2022

- Graduated with distinction. Dissertation below under writing and research.
- Dissertation committee included members on the faculty at Duke and Wake Forest.

Bethel University

Masters of Arts in Divinity with Emphasis in Ministry Leadership

June 2011

- Graduated *Summa Cum Laude*

Masters of Arts in Transformational Leadership

June 2007

- Graduated *Summa Cum Laude*

University of California Los Angeles (UCLA)

Bachelor of Arts in Political Science / Bachelor of Arts in History

WORK EXPERIENCE

International Graduate School of Leadership (IGSL)

8/2013 – Present

Teaching Faculty, Leadership Studies Department

8/2013 – Present

- Regularly taught courses to an internationally diverse student body in servant leadership, interpersonal relationships, team leadership, negotiation, conflict management, and strategic leadership.
- Collaborated in a degree program curriculum revision and designed multiple graduate courses for residential and online education.
- Mentored and coached leaders individually and in small groups from over a dozen countries.

Director of Leadership Development & Human Resources

1/2016 – 1/2022

- Strategized for the leadership development and care of 50 faculty and 50 employees.
- Oversaw recruitment, assessment, development, evaluation, crisis care, and other HR functions.
- Provided executive leadership through the Leadership Team and was the Interim Executive Director in 2016.
- Helped lead organizational re-structuring from 2015-2017 to increase health and effectiveness.

Task Force Team Leader, IGSL Pandemic Digital Response Team

5/2020 – 9/2021

- Mobilized IGSL from zero online courses in 2019 to 75+ in 2020-2021 and a 220% increase in number of students who enrolled at some level.
- Guided the strategic change process for digital effectiveness, launching several digital initiatives and a new team.
- Led IGSL's executive leadership team in long-term and annual strategic planning.

CRU Global, Orlando, FL

Epic Associate National Director of Human Resources & Leadership Development

- Co-led a team that pioneered the strategic and contextual foundations for a new national, multi-ethnic team with an Asian-American scope.
- Helped diversify Cru's leadership and theological development through diversity task forces and collaborating on the U.S. theological development team.

Worldwide Student Network, Pacific Southwest International Projects Director

- Coordinated recruitment, training, coaching, and debriefing for over 70 teams comprised of over 600 short-term volunteers including summer and one year commitments.
- Facilitated conflict resolution and mediation for dozens of leaders and short-term teams.

Campus Staff/Student Chaplain at Stanford University, Palo Alto, CA.

1998 – present

1/2008 – 6/2013

8/2009 - 6/2013

8/2003 - 12/2007

4/1998 – 8/2003

ADDITIONAL TRAINING, SKILLS, AND ACCOMPLISHMENTS

Cross-Cultural Training and Experience

- Completed a six-week intensive cross-cultural training for overseas workers.
- Completed a ten-week intensive cross cultural training for urban and multi-ethnic contexts.
- Lived for over two months in each of the following: Russia, Hungary, China, and Mexico City.
- Lived in Asia for eight years, teaching at a graduate school that draws from over 25 countries in Asia and Africa.

Writing and Research

- Ph.D. Dissertation: *Navigating Risk and the Threat of Loss in Transformational Servant Leadership: A Grounded Theory of When Unequal Negotiations Lead to Flourishing Outcomes* (2022).
- Featured Interview in Chapter 5, “Challenges in Organizational Development: How to Diversify Your Organization” in *The Minority Experience: Navigating Emotional and Organizational Realities* by Adrian Pei. Downer's Grove, IL: InterVarsity Press. 2018.
- Virtue, Brian. 2017. “Leader Self-Differentiation and Team Empowerment.” In *Leadership in Ministry: Bowen Systems in Congregational Context*, edited by Israel Galindo, 252–73. Middletown, DE: Didache Press.

Online Education and Additional Theological Development

- ICETE Academy Fellow with over 50 hours of online education training in design and instruction.
- Trained in the use of Moodle and Canvas learning management systems for online instruction.
- Certificate in Biblical Counseling through AACC/Light University for completing a five month program.

Training, Workshops, and Seminars

- Designed and facilitated a leadership development community, a seven-month leadership development program for over 20 leaders in the areas of identity, power, systems dynamics, and servant leadership (2011-2013).
- Seminar and Workshops. Have given seminars in the following areas: Ethnic-minority leadership development in a majority culture organization; Servant leadership in multi-ethnic contexts; Healthy marriage; Emotional maturity in strategic leadership; and Healthy conflict resolution. Have delivered several Strengths-based leadership and leading change seminars for branches of the Armed Forces of the Philippines.

Additional Skills and Qualifications

- *Christian Conciliation*. Have advanced training in conflict resolution, negotiation, conflict coaching, and mediation, including doctoral level training and over 400 hours of field practicum (part of Ph.D. program). Currently working on professional certification through Ambassadors of Reconciliation/Institute of Christian Conciliation.
- *Child Safety*. Child protection trained through CSPN affiliated trainers.
- *Fundraising*. Raised funds and have communicated monthly with donors for over twenty years.
- *Crisis Management*. Have managed multiple crisis in organizational context including high level moral failure, pandemic related crisis, and have coordinated crisis recovery and healing processes for an organization.
- *MBTI* (Myers-Briggs). Qualified in the use of MBTI for coaching and team building.
- *StrengthsFinder*. Certified (not through Gallup) for one-on-one coaching and team building.
- *Capable Life*. Currently in certification process for coaching and consulting in the area of emotionally healthy leadership and application of family systems theory to leadership and congregational contexts.
- *Missionary Service*. Have served domestically and internationally with training and experience related to preparing for cross-cultural service, field coaching, and re-patriotization or cultural “re-entry.”