



POST-SHOW RESOURCE BRIEF

What We Brought Back from The Business Show Miami

We exhibited at The Business Show Miami and walked away with more than business cards. We found frameworks that reframe belonging, technology that removes friction from human transitions, and voices redefining what leadership is supposed to feel like.

This is a curated collection of tools, frameworks, and connections gathered from speakers, new friends, seminars, and at Booth 520 — each selected because it moves the needle on the people, process, or systemic barriers that quietly erode trust at work.

We want to share them with you.

PEOPLE & LEADERSHIP

LEADERSHIP

Sheryl Raphael Whitaker, MBA

EdenAnthony LLC

Author of *It Starts with Joy* and creator of the JoyShift™ Method, Sheryl focuses on helping leaders move from disconnection and overload to clarity and alignment. Her conviction: sustainable leadership begins with protecting dignity and centering joy.

<https://www.edenanthonyelitetalent.com/>

LEADERSHIP

Julie McManus

The Leadership Mirror

Julie shared a reflective framework built around one impactful premise — leadership is a choice we make each day. Not a title. Not a default. A deliberate act that shows up in how we treat people. She shared the Accountability Ladder, showing how leaders can choose to be reactive, or show ownership, when roadblocks or conflict arise.

<https://www.theleadershipmirror.com/>

CULTURE

Tanarra Schneider & Jenny Richards

Rebel 75, LLC

Organizations need disruptors willing to create tiny rebellions — small, survivable acts that change how work gets done. Not chaos. Strategic friction that drives real, lasting change from within.

<https://www.rebel75.com/>

CHRISTOPHER BYLONE · INNOVATION UNBIASED

Belonging = (Inclusion × (Equity + Diversity)) ^ Accessibility

A mathematical case for building Belonging in the Workplace. Each element has a distinct job. Inclusion is the multiplier. Equity & Diversity are the core inputs. Accessibility is the exponent—it decides how far the whole equation reaches. Christopher's conviction and care for his work are clear. Everyone belongs. <https://innovationunbiased.com>

ROBIN NUSSBAUM & ZANIELIA BROWN · WE DO HR SOLUTIONS

Trust is Measurable. Building Trust at Work: Applying the Dimensions of Trust makes the case that burnout, turnover, and conflict aren't separate problems. They're symptoms of misdiagnosed trust. Our 360 Degrees of Trust™ model measures 18 dimensions across 4 spheres (Self, Team, Supervisor, Leadership) so organizations can stop guessing and start fixing the right thing. Because if you can't locate the break, you can't fix it. <https://wedohr.solutions>



SARA REECE · WORKMIND

Automates user onboarding through an AI agent that integrates directly with your HRIS — removing the friction and inconsistency that makes new hires feel like they don't belong before they've had a chance to start.

<https://workmind.cloud/>

FINANCE & GROWTH

Fiscal 12 | Tolani Lawson

Tolani's session makes the case that forward-looking financial insight isn't a large-company luxury, but a scaling tool. She urges business leaders to start using numbers as a decision-making lens with less reactive bookkeeping and more visibility into what's coming so you can plan to prioritize and grow with intention.

<https://www.fiscal12.com/>

DATA PRIVACY

JPolygraf.ai | Jonathan Nunez

This organization designs tech to transform how businesses protect sensitive information. Their desktop overlay flags data exposure in real time, running quietly in the background so your team doesn't have to think about it.

<https://Polygraf.ai>

PROCESS & STRATEGIC PLANNING

Tieshena Davis

Former board chair and internal non-profit leader who has lived on both sides of governance. Bridges leadership strategy and operational execution — especially where communication gaps stall progress. A Monday.com expert & Partner.

[Tieshena Davis | LinkedIn](#)

VARUN NAGARAJAN · LINKEDIN

A keynote on what's actually driving growth at today's tech giants — and the answer is **experimentation**. Companies like LinkedIn aren't just A/B testing their marketing; they're running experiments across everything they build. The most insightful stat: only 30% of their assumptions about which test will turn out to be right. The takeaway? You can't think your way to growth. As Varun put it, **"Growth is compounded, not linear — it is discovered through experimentation."**

WHAT THIS HAS TO DO WITH TRUST

At We Do HR Solutions, we use our proprietary **360 Degrees of Trust™** assessment as a diagnostic lens. What we consistently find is that breakdowns live in one of three places — **people** (behaviors, capacity, leadership), **process** (friction, inconsistency, unclear accountability), or **systems** (structural barriers, inequitable design, misaligned incentives). More often than not, it's a hybrid of all three.

Every resource above targets at least one of these levers. Workmind addresses process friction that erodes the new hire experience before it begins. The Belonging Formula exposes systemic design failures hiding inside org culture and DEI efforts. Sheryl Whitaker's JoyShift™ reframes the person at the center of leadership. Rebel75 challenges organizations to name the systemic behaviors that calcify mediocrity. Fiscal12 adds the financial dimension, because leaders can't build trust through decisions that create instability, and financial clarity is what makes confident, consistent leadership possible. Polygraf.ai removes the ambiguity that quietly makes teams second-guess each other.

When you strengthen any one of these, you strengthen trust. And trust is the infrastructure everything else runs on.

www.wedohr.solutions/trust

[Follow WDHR on LinkedIn](#)

