

Blaire Palmer

Authority on the Future of Leadership, Organisational Change and Work

Busting the Myths of Leadership. You want people to step up, embrace change, take ownership and innovate. Is that too much to ask? Yes, according to Blaire Palmer, unless you're willing to challenge your own deeply held beliefs first. The kind of leaders we need now is changing as the context in which your business operates, the expectations of employees and the demands of customers change. Thriving in an unpredictable, complex environment requires real leadership at all levels in your organisation. In this talk, Blaire questions our conventional wisdom about leadership, hardwired during the Industrial Age, and presents an alternative model of leadership based on authentic human connection, trust, meaning and purpose and genuine collaboration. Thought-Provoking, funny and practical.

Busting the Myths of Change. Is it really true that people don't like change? What if people actually like change in generally...it's just *this* change they can't get behind? In this talk Blaire Palmer helps audiences understand the flawed fundamental assumptions that underpin most change initiatives and presents alternative truths that could make bringing about sustainable change much, much easier. This talk will inspire audience members to become the leaders of change, understand where their people are on the highly predictable journey of change, and re-think their role in the change process. New thinking, practical take aways, inspirational.

Agile Working. Flexible working, self-management, Teal organisations, human-friendly policies. The pace of change, the pace of innovation, the requirement that companies are responsive to their customers, the expectations of a new breed of self-actualised employee all mean that companies who don't consciously choose how they work and how they liberate the creativity, imagination and human potential of their people will quickly become redundant. Big business is in big trouble if it doesn't adapt.

Blaire Palmer guarantees that the biggest risk to successful implementation of Agile working practices is people, and specifically Leaders. In her keynote presentation she asks - What does the organisation of the future look like? As the hierarchical organisation slowly dies, what will take its place? Are we on the verge of a revolution as significant for how we work as the industrial revolution?

Digital Disruption. The digital revolution is not only a technological revolution. It's a revolution in the role that human beings play in business. Advances in AI and Bot technology mean that, increasingly, anything that involves data analysis, processes and systems or scientific decision making will be done by computers. How can leaders drive a change and guide their people through a revolution that may result in their own redundancy? And what opportunities does digital create for our human employees? And Blaire raises an even bigger question – what responsibility does business have for the fallout of digital transformation? What is its responsibility towards those who are no longer needed or those who cannot keep up with the pace of change?

Diversity. The I-Generation, kids born since 1997, only notice diversity when it's not there. Joining our workplaces over the next 2-10 years will be employees who are largely colour, gender and sexuality blind. How ready are we for that? In order to create more diverse, fair, reflective organisations a few family friendly policies and a bit of positive discrimination won't work. It's the hardwiring at the heart of the business ethos that needs to be re-thought. Traditional values around career paths, working hours, recognition and reward, emotion in the workplace, what leaders look like, what leaders do, personality profiling, ego-driven politics, competition and measures of success all underpin how people and their contribution are understood. And it is time that Leaders asked big questions about whether they are still

relevant, or even counter-productive, in today's world.

Trump, Brexit, and Uncertainty. Trust in all of our major institutions – media, government and business – is in crisis. For Blaire Palmer, the question is "What is the responsibility of business, and business leaders, to reverse this crisis in trust?". In her keynote speeches she describes the crisis in Leadership, its causes and consequences and points audiences towards a new approach to Leadership which can begin to reverse this crisis in trust. Her model of Leadership directly opposes the style displayed by the Trumps of this world but is no less radical. By confronting their own beliefs about their employees, their customers and the responsibility of business in the world, business leaders can play their part in mending the divisions in society, and in their own businesses. By understanding these global trends, we can learn about our own attitudes towards Leadership, our role in bringing about change and what kind of Leadership is going to secure the future of our businesses in such fast changing, uncertain times.

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