

Liz Wiseman

Leadership Expert, NYT Best Selling Author, & Former Oracle Executive

Are You a Genius or a Genius Maker?

We've all had experience with two dramatically different types of leaders. The first type drains intelligence, energy and capability from the people around them and always needs to be the smartest person in the room. These are the idea killers, the energy sappers, the diminishers of talent and commitment. On the other side of the spectrum are leaders who use their intelligence to amplify the smarts and capabilities of the people around them. When these leaders walk into a room, light bulbs go off over people's heads, ideas flow and problems get solved. These are the leaders who inspire employees to stretch themselves and get more from other people. These are the Multipliers. And the world needs more of them, especially now when leaders are expected to do more with less.

In this highly engaging talk, Liz Wiseman will share the research behind Multipliers and illustrate the resoundingly positive and profitable effect these Multipliers have on organizations—how they get more done with fewer resources, develop and attract talent and cultivate new ideas and energy to drive organizational change and innovation. She'll introduce the five disciplines that distinguish Multipliers from Diminishers and provide practice tips for leading like a Multiplier. What could your organization accomplish with access to all the intelligence that sits inside it?

Rookie Smarts: Why Learning Beats Knowing in the New Game of Work

In a time of constant change, success depends on seeing the world through rookie eyes, and in this essential guide, the bestselling author of *Multipliers* explains why we are often at our best when we are doing something for the first time—and how to reclaim and cultivate this curious, flexible, youthful mindset called *Rookie Smarts*. In a rapidly changing world, experience can be a curse. Being new, naïve and even clueless can be an asset. Rookies are unencumbered, with no baggage to weigh them down, no resources to burden them and no track record to limit their thinking or aspirations. For today's knowledge workers, constant learning is more valuable than mastery.

Leadership expert Liz Wiseman argues that the most successful rookies are hunter-gatherers—alert and seeking, cautious but quick like firewalkers, and hungry and relentless like frontiersmen. Most importantly, she identifies a breed of leaders she refers to as “perpetual rookies.” Despite years of experience, they retain their rookie smarts, thinking and operating with the mindsets and practices of these high-performing rookies. *Rookie Smarts* addresses the questions every experienced professional faces: “Will my knowledge and skills become obsolete and irrelevant? Will a young, inexperienced newcomer upend my company or me? How can I keep up?” The answer is to stay fresh, keep learning and know when to think like a rookie.