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Some of our Keynote Speeches

1. **Running to Standstill - An insight into change and development**

   We are changing, but are we progressing? Running to Standstill is an insight into how to thrive in an ever-changing world.

   Objective
   This session aims to help the participants, whether personal or organizational, review their change processes and use a four-step methodology to achieve better results.

   Key Takeaways
   - Understand that working hard is not enough to lead.
   - Recognize that adapting to change is not leadership.
   - Learn what readiness for change means.
   - Identify the right time to implement change.
   - Discover how to achieve better outcomes during change.

   Session Overview
   Change is disruptive and painful, and we endure these challenges with the mantra "No pain, no gain." We are doing our best to adopt all these changes relentlessly. However, the question is whether adapting to change enables us to thrive in today's ever-changing world.

   Despite their hard work, millions of people and thousands of companies are working hard to get there but are running to a standstill. Working hard, meeting our targets, learning new things, working on our weaknesses, and adapting to change are all necessities in this era. Doing nothing will take you out of this game, whereas doing all of them will keep you in the race but not make you the leader.
   Either an organization or an individual is in change; we will discuss why hard work alone isn't enough to excel and introduce a four-step approach to success amidst change.

   Who should participate
   If you are leading a change in your organization or want to initiate a personal transformation, this is the correct place to be.

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2. The new era of 9-box; Three-Dimensional Talent Management.

Performance vs. Potential was the main concept in Talent Management, but why are we having so many problems with this approach, mostly with HR taking the blame? Wasn't it supposed to increase motivation and employee retention in the organization?

Objective

This session aims to help participants utilize a functional talent management approach to increase employee sustainability and reduce turnover and related costs.

Key Takeaways

- Understand the 9-box talent management concept.
- Learn how to treat each group in the grid.
- Identify the shortfalls of the traditional system.
- Explore the new era of three-dimensional talent management.
- Plan development accordingly.
- Use training budgets effectively.
- Improve employee engagement, satisfaction, and sustainability.

Session Overview

We'll begin by discussing the 9-box talent management concept and its pitfalls. We will discuss how to treat the people in each box. The traditional system often fails to recognize valuable non-leadership talent, leading to losing key employees. Our managers, who are the main drivers of the daily operations, and our experts, who are the major problem solvers in the organization, are not considered talents if they do not have the leadership perspective and vision.
This session introduces a three-dimensional approach, mapping employees without leadership potential onto a talent scheme, thus better identifying and nurturing all types of talent within the organization.

Who should participate

Professionals in talent management, leadership development, or succession planning.

3. Impact and Influence: Mastering Charisma

How can we increase our impact and influence even if we don't have charisma as a birth gift?

Objective
This session aims to help participants understand charisma and learn three basic ways to increase their impact and influence.

Key Takeaways
- Demystify the charisma myth.
- Learn that charisma can be developed.
- Discover three fundamental pillars of establishing charisma.
- Increase personal impact and influence.

Session Overview
On a sunny summer day in New York City in 1955, Marilyn Monroe walked down the Grand Central Terminal with a photographer. Though it was the middle of a busy workday and the platform was packed with people, no one noticed her as she stood in the car. On the subway, she was Norma Jean. But when she resurfaced on the busy New York sidewalks, she decided to turn into Marilyn.
With this simple shift, she suddenly became magnetic. In an instant, Marilyn was engulfed by fans. She could be either glamorous Marilyn Monroe or plain Norma Jean Baker.

Contrary to popular belief, people are not simply born charismatic.

When you watch one of the most charismatic CEOs of the era, Apple CEO Steve Jobs' early presentations, you'll see a bashful nerd who progressively increased his level of charisma over the years.

This session will explore practical steps to increase your charisma and, thus, your impact and influence in any situation.

Who should participate
Business professionals seeking to enhance their impact and influence will find essential insights in this speech.

4. The Symbolism Behind the Performance Appraisals.

Why do managers fail to recognize the value of annual performance appraisals? Is the system functioning properly, or is it seen as just another HR task to tick off?

Objective

This session aims to guide participants in delivering impactful performance reviews and getting the most from their own reviews.

Key Takeaways

- Identify the shortfalls of performance management systems.
- Discover solutions to these issues.
- Plan successful appraisal meetings.
- Apply the yesterday-today-tomorrow method.
- Understand the importance of agreeing on action plans.

Session Overview

My whole career was changed during a performance appraisal in 1998. Before the meeting, I was a young, successful IT manager. After the meeting, I was a change agent pursuing a career in business management and then human sciences.

Performance appraisals are often seen as routine tasks completed as nice talks, but they can be transformative when done correctly.

This session is divided into two parts: system and delivery. First, we'll discuss common shortfalls in performance management systems and how to address them. Then, we'll explore how to plan and execute appraisal meetings that lead to tangible results and solid action plans.

Remember that once we learn how to deliver successful performance reviews with our team, we will get more from our own reviews with our managers.

Who should participate

Managers aiming to increase their impact and influence through effective performance reviews.

5. Vision-Mission-Illusion: Creating and Communicating a Compelling Vision

Do you recognize the similarity of the vision and mission statements of all the companies? Are you sure the people in your company know, understand and believe in your company vision? Then how do you expect them to reach that vision?

Objective

This session aims to help participants evaluate their personal and organizational vision sets and build better ones.

Key Takeaways

- Distinguish between vision, mission, values, goals, and strategies.
- Evaluate personal and organizational statements.
- Adjust or create new, compelling vision and mission statements.

Session Overview

When managing a change project that involved high-level strategic differentiation, I recognized that despite all efforts and investments, the people on the field were more or less keeping their previous states. When I asked the people from various departments and locations about our vision, strategies and goals, they described different stories. For years, I asked the same questions to many people from numerous organizations, and the only commonality of the answers was their obliquity. In that way or another, this also resonates with personal direction and plans. Just this enlightenment was alone good enough to identify my way forward and become successful in my life.

Many companies have strikingly similar vision and mission statements that are often poorly understood by employees. This session will help participants create clear, compelling vision and mission statements that inspire and guide their organizations. Through personal anecdotes, we'll explore how to ensure everyone in the organization understands and believes in these guiding principles.

Who should participate

Organizational leaders who want to create a shared future with their teams and anyone who wants to understand visionary leadership and attune their plans accordingly.

6. Thou Shall Be Motivated: Sustainable Motivation for Long-Term Engagement

Can we motivate the people around us with cheques, some flatter and a cup of coffee and thus gain their full commitment and engagement?

Objective

The session aims to make participants aware of sustainable motivation methods that provide better long-term results and are maintenance-free.

Key Takeaways

- Understand the deep motivational needs of people.
- Learn about various sustainable motivational approaches.
- Change communication styles to foster genuine motivation.

Session Overview

I remember once upon a time how much an increase in my paycheck, hearing some nice words from the boss, or spending time with them motivated me. After a while, it didn't. Once these were normalized, I wanted more, and there was always someone in the market giving more, let's say, money, attention or something else.

Temporary motivational boosts like pay, parties and compliments are short-lived. This session delves into deeper, more sustainable motivational strategies that foster long-term engagement and commitment. We'll discuss the importance of trust, sincerity, and genuine appreciation in motivating others effectively.

Who should participate

Organizational leaders who want to achieve better results and higher retention through motivation and trust.

7. The Art of Delegation: Empowering Your Team for Success

Is shoving unwanted, dirty, dull jobs onto our employees' shoulders delegating? Is it a good way to teach? Can we delegate to anybody at any time? Let's answer these questions together.

Objective

This session aims to help participants understand and use delegation as a vital tool for time management, job enrichment, and trust building.

Key Takeaways

- Understand what delegation is and what it is not.
- Utilize delegation as a process.
- Build trust through effective delegation.
- Learn how to follow up on delegated tasks.

Session Overview

When I first moved to the Nordics, I learned a lot from Thomas, one of the general managers in the region, as he was referred to as the guru of delegation. He had that soft voice when asking for tasks, but he also defined the boundaries, the big picture, the possible traps and set milestones to follow up. He had so much time to do other things, like wandering around, talking to people, coaching, discussing the solutions, and learning. The most impressive part was that although an extra workload was on others' shoulders, they were happy and adored him. So, I said delegation must be something other than what I know, and in time, I discovered a vast area of delegation.

Effective delegation is more than just assigning tasks; it's a powerful tool for developing your team and building trust. This session will explore the art of delegation, including setting clear boundaries, providing necessary guidance, and establishing follow-up processes through personal stories and practical tips.

Who should participate

Organizational leaders who want to build trusting relations with their direct reports, use mentoring and coaching as stepstones to better delegation and thus achieve better results in less time.

8. Awareness for Development: Building Effective Talent Audits

As personal change and improvement start with awareness, let's talk about talent audits and build our development and promotion plans around them.

Objective
This session aims to help participants establish a solid, fair, and objective system for assessing candidates for promotions, recruitment, mergers, development planning, succession planning, or talent mapping.

Key Takeaways
- Recognize the limitations of relying solely on personality inventories.
- Learn the components of an effective assessment center.
- Measure behaviours and combine findings for informed decision-making.

Session Overview
If we are among those with future aspirations, we must disrupt our comfort zones and take the initiative to fulfill the future needs of a changing world. We succeeded in getting this position within the existing competition, but what about the next one? It will be more challenging as the other candidates will be winners as we are, persisted as we did, and probably experienced more than we did, while we will have fewer empty slots available. Isn't doing the same thing and expecting different results madness?

It is of the utmost importance that we nurture ourselves and grow, but we must find ways to develop faster than the competition. The first step of every development process is awareness. What are my strengths that I must rely upon, my soft spots to deliver better results at the moment and the gaps I have to address for the new positions in the future?

This information is also crucial for HR to build their development plans on solid findings and create succession plans. We must identify the best candidate for a position based not only on education and performance but also on their behaviours and alignment with the organization's changing needs. To answer these needs HR should have a comprehensive analysis and objective audit of the organization's talent base.

In our talk, we discuss simple ways to audit people and how to use this information to make effective decisions and plans.

Who should participate
HR leaders who want to build an objective talent map through vigorous talent assessments, HR people seeking to establish a fair, unbiased promotional structure for their organizations, executive-level recruiters to see the candidates' alignment with the organization and the leaders managing a merger to select the best between at least two candidates for the new organization.