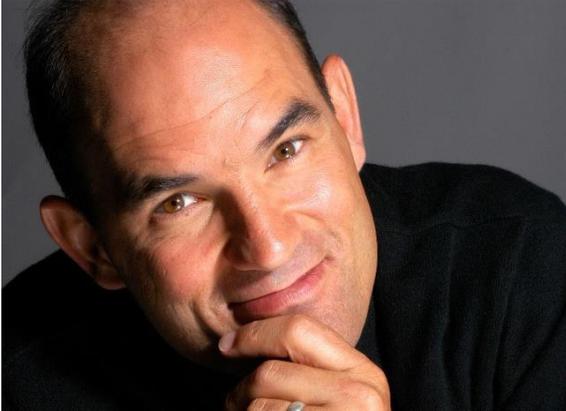


CHALLENGE | INSPIRE | TRANSFORM

Dr. JP Pawliw-Fry



Organizations face big challenges: whether it is an accelerated rate of change, the threat of disruption, ambitious targets or aggressive competition. They can only overcome these challenges with exceptional leadership.

For over twenty years, JP's curiosity and passion for helping people manage their emotions has driven his research based approach (his organization surveys over 38,000 people a month) in developing science based skills and tools

required to build a culture of exceptional leadership. His work with leaders from Fortune 500 companies such as Goldman Sachs, Intel, Coco-Cola and Johnson & Johnson, as well as the US Marines, Olympic athletes and NBA and NFL teams has provided him with considerable opportunities to test his science based tools in environments of high pressure. He knows what works when leaders face their most significant challenges.

As a provocative and highly captivating speaker and thought leader, JP brings engaging stories and a lot of fun to every keynote. He challenges groups to think differently about human behavior and leadership and how to manage the pressure that is overtaking so many organizations and individuals today. JP provides real tools to help teams leverage the power of the science of emotional intelligence to embrace pressure and manage the disruption and challenge they are facing.

JP is the co-author of the New York Times best seller, *Performing Under Pressure: The Science of Doing Your Best When it Matters Most*, published in 65 countries with multiple translations.

When he is not travelling the globe, JP can be found reading, out dancing, or cherishing time with family. It is no coincidence that he loves working with professional and Olympic athletes as he is himself an avid and enthusiastic athlete. JP loves to participate in a variety of sports including running, volleyball, hockey, and swimming and considers himself a 'professional' rugby fan.

"Best keynote presentation I have been to in years! Very different than the usual: extremely interesting and powerful – yet highly entertaining. It is not often I hear someone who can really 'put it together.'"
Ernst & Young

SPEAKER TOPICS

Are you an Exceptional Leader?

Why Meeting Your Biggest Challenges has Everything to Do with Leading Under Pressure

Your organization, like many others, is facing big challenges: whether it is an accelerated rate of change, threat of disruption, ambitious targets or aggressive competition; your people experience these organizational challenges as pressure. If not managed skillfully, this condition can result in diminished performance, lower engagement, and an inability to deal with change. It doesn't have to be this way.

Research is clear that some leaders are better prepared to handle and lead their people through these challenges more than others. In this powerful keynote, based on the NY Times best-selling book, *Performing Under Pressure, The Science of Doing Your Best When it Matters Most*, your audience will learn how to leverage pressure to help them get to the other side of performance and succeed in achieving their most challenging goals.

In this cutting-edge keynote your team will learn:

- What exceptional leaders do differently from the average, to help their people manage change and perform at their best.
- How to build a culture ready to take “smart risks” and innovate.
- Specific tools to leverage pressure and help others get to the next level of performance.

The Science of Emotional Intelligence:

The Missing Ingredient Behind Building a Highly Engaged Organizational Culture

Why would anyone want to be led by you? This is the single most important question a manager or leader needs to ask themselves if they want to unlock the potential and creativity of their people. The reason your employees get up in the morning and choose to be engaged and productive has nothing to do with a manager's level of IQ or technical capabilities; it has **everything** to do with their manager's level of Emotional Intelligence (EI).

The research is clear that Emotional Intelligence is the single most important driver of an engaged, results-driven, highly effective workforce, especially in environments that are undergoing significant change and disruption.

In this interactive keynote, your team will discover:

- What the brain does under pressure and specific tools & strategies to effectively manage situations of tension and conflict.
- Self-awareness: understanding the impact of your leadership style and how to win the hearts and minds of your people by connecting to the emotions that drive their behavior.
- Engaging stories from the frontlines of leaders who are stepping up and winning in the most challenging, pressure-filled circumstances.

SPEAKER TOPICS

Why the Conversation You are Not Having is Holding You Back: Getting to The Last 8%

When facing a challenging conversation, most managers adequately cover the first 92% of content they want to cover. When they get to the more difficult part of the conversation, more often than not, they avoid the last 8% of the conversation. What's missed is the critical information and feedback an individual or organization needs to improve performance, grow and achieve objectives.

Having the "Last 8% Conversation" is one of the key differentiators of world class organizations and while having them is not easy, it is a skill that can be learned and mastered.

In this powerful keynote, your team will learn:

- What is a "Last 8% Conversation" and why most people avoid them.
- How to have these conversations in a way that the other person can hear us.
- How to navigate the difficult emotions that typically prompt us to avoid the Last 8% Conversation.
- How to inspire your team to be more courageous and skillfully step into having the conversations they need to have.

All Change is Personal:

Why Leading Through Disruption and Change is About People Not Technology

If the Hippocratic Oath main directive is 'first, do no harm,' then the brain's is 'first, keep alive.' Yet the usual approach most organizations take in managing change and disruption does not take into consideration this neurological reality. Leaders bring their 'five-point strategies' or get overly focused on the latest technology and completely miss that real change happens in the mind, and more specifically, in the operating systems (the brains) of their people.

To get your organization to successfully adapt to external disruption and the new world of work, requires managers and leaders to accept that **all change is personal** and that until they start managing from this point of view, their people will not step into uncertainty and take the risks required to achieve successful change efforts.

In this provocative keynote, your team will hear about other organizations that have succeeded in adapting to change and disruption by leveraging the operating system of the brain.

Your team will learn:

- How to identify the traps leaders fall into as they attempt to manage the pressure of change.
- How to create an environment of risk-taking and learning to adapt to disruption.
- Concrete tools to help leaders manage their emotions, thoughts and conversations to lead more effectively in the face of change and uncertainty.
- How to help your organization take action and approach the pressure associated with change and disruption with more confidence and enthusiasm.

"JP is excellent!!! He is very engaging & this work is completely aligned with our cultural transformation work. JP further reinforced our learning and provided some "science" to it as well!!!" Farm Credit

SPEAKER TOPICS

Mindful Leadership

How to Use Mindfulness to Navigate Today's Demanding, Complex World

From the moment we wake up, we are bombarded with emails and inundated with requests. Distractions today are stronger and more pervasive than at any other time in human history, diminishing our 'attentional strength'. Yet leaders are expected to slow down, focus and make thoughtful decisions in a volatile, uncertain world. How is this possible? The answer is Mindfulness.

Mindfulness is a practice that builds our attentional strength, increases our ability to deal with the ups and downs of work life and increases resilience. In the same way that we go to the gym to build strength and endurance, Mindfulness is like strengthening for our brain. It is the antidote for a multi-tasking world where leaders need to make important decisions, be present to engage people and inspire their teams to the next level of performance.

In this progressive keynote, your team will learn:

- The science of the brain under pressure.
- An introduction to the practice of Mindfulness; its performance and health benefits.
- Tools to slow down and be decisive when important decisions need to be made.
- How to use Mindfulness to become a more effective leader that others will want to follow.

Performing Under Pressure:

The Science of Doing Your Best When it Matters Most

Why are some people able to deliver under pressure while others fall apart? This program, based on the ground-breaking New York Times bestselling book, *Performing Under Pressure, The Science of Doing Your Best When It Matters Most*, answers this question. After studying more than 12,000 individuals from around the world, over seven years, IHHP learned what the top 10% performers do to succeed under pressure.

In this innovative, case study driven program, you will learn:

- How to better manage pressure so instead of becoming a 'derailer' it becomes a competitive advantage to grow your career and help your organization drive performance.
- Research from our study of 12,000 people and what the top 10% did to excel under pressure.
- Three pressure insights that will help you avoid the sabotaging effects of pressure.
- Stories of leaders and organizations who have managed pressure effectively to get to the other side of performance.
- How to build your 'COTE of Armor' (Confidence, Optimism, Tenacity, Enthusiasm) to help inoculate you against pressure and increase your confidence as you walk into any pressure situation.

"I do not say this lightly – the most powerful keynote I have ever heard. JP was charged with setting the tone for the rest of the week – he clearly over-delivered."
-Pfizer

EXPANDED KEYNOTE EXPERIENCE

IHHP Expanded Keynote Experience

In our experience of delivering hundreds of keynotes every year, we find the most impactful keynotes have an experience that expands beyond the presentation for both the individual participants and the client organization. Our approach to keynotes incorporates three key elements that engage the participant and organization before, during and after the keynote. Outlined below are the three components and how they contribute to an engaging experience.

1. Pre-keynote survey

The week before a keynote is delivered, we send out a custom link that directs participants to answer a link to a short (4 minute) **survey** to help uncover some of the key challenges they are facing. The data from this survey provides the speaker with insights that are used to ensure the presentation addresses directly some of the challenges identified by the respondents. The aggregate results (individual results are confidential) are presented as part of the keynote, providing a connection to the content and the audience.

2. Keynote presentation

The pre-keynote survey serves as a great segue to the core content of the presentation priming interest and attendees with a receptive mindset. The familiarity of the experience from the survey information combined with the thought-provoking, entertaining **keynote presentation** (developed and refined over working with a variety of audiences) ensures that the participants are engaged, and eager to learn.

3. Senior Leadership Team Executive Briefing

To provide a robust experience for the organization, our speakers make themselves available for a one-hour **leadership briefing** with your senior team immediately following the presentation to give them an opportunity to ask questions, build on the insights delivered in the keynote and develop thoughts regarding how best to apply the lessons learned and put the strategies & tools into practice.

We offer this *pre, event* and *post* keynote approach at no incremental cost as it is important to us that organizations experience the highest level of sustainable learning and swift movement toward behavior change.