



SABY WARAICH

CALM LEADERSHIP FOR
COMPLEX TRANSFORMATION

**LEAD BOLDLY
STAY CALM**

**Helping senior public-sector
executives lead complex
transformations under pressure
with calm, courage, and clarity.**

*Former Public Sector CIO & CISO |
Senior Fellow, Center for Digital
Government*

*Creator of the SCARE to CARES™
Framework | Bestselling Author*

*Top 10 Global GovTech Thought
Leader and Influencer*

500+ Events | 20+ Countries

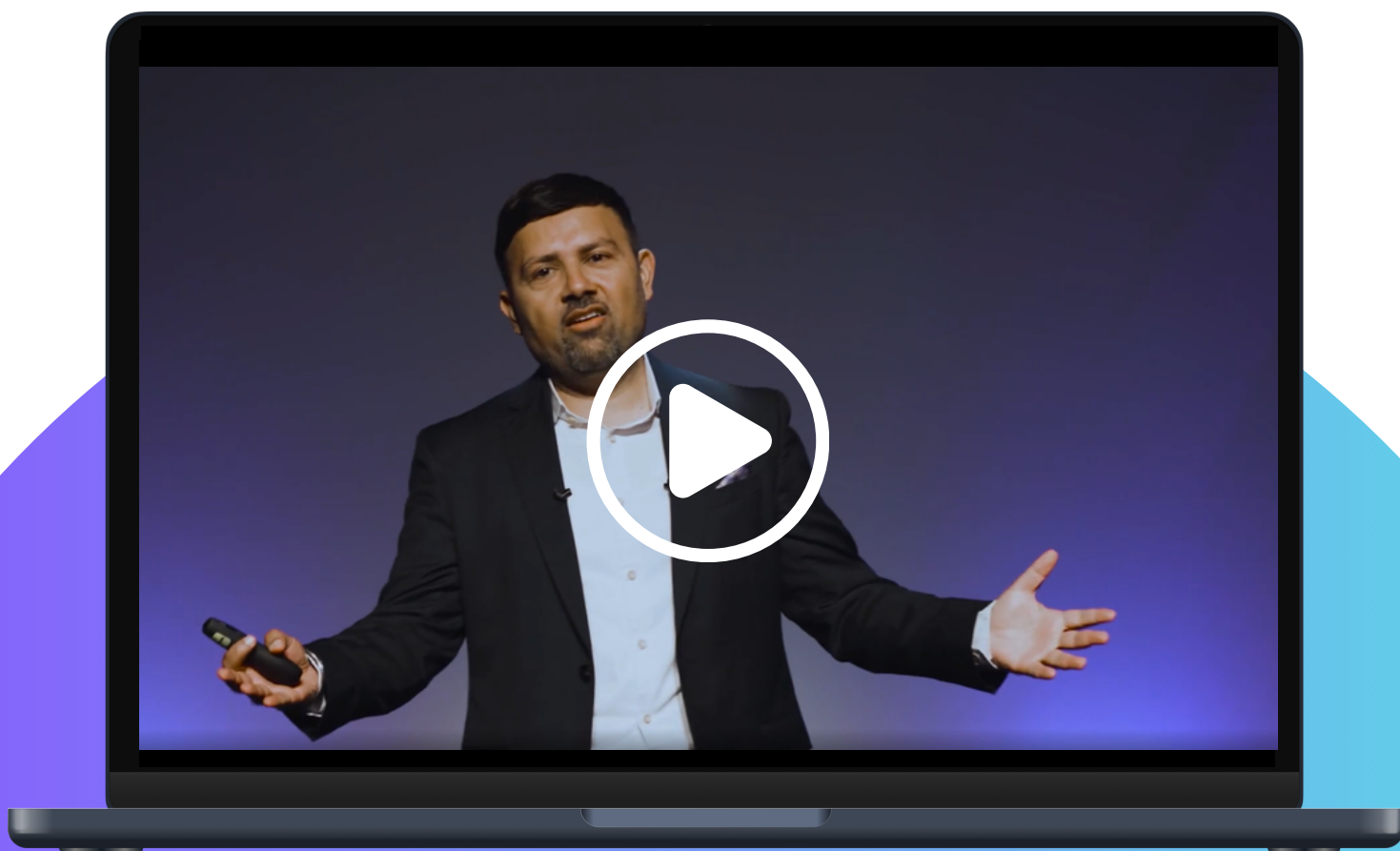




SEE SABY IN ACTION

An energetic, practical, and highly interactive keynote experience designed to move leaders from passive listening to meaningful action.

 **CLICK TO WATCH THE SPEAKER REEL**



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Saby brings real executive experience, high energy, and practical tools leaders can use immediately.

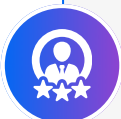
— Tom Cream

*Assistant Executive Director of IT,
Massachusetts State Lottery*

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WHY ORGANIZATIONS BOOK SABA



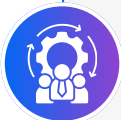
Real-world executive experience

Lessons from decades of leading technology and change inside complex organizations.



Practical frameworks

Clear and memorable models like SCARE to CARES that help leaders reduce reactivity and lead with calm, courage, and clarity.



Human-centered change

A focus on communication, trust, relationships, and calm leadership.



Activate the audience

Storytelling, reflection, movement, interaction, and practical exercises turn passive listeners into active participants.



Immediate application

People leave with tools they can use with their teams right away.





MEET

SABY WARAICH

CALM LEADERSHIP FOR COMPLEX CHANGE UNDER PRESSURE

Saby Waraich is a global keynote speaker, former public-sector CIO and CISO, Senior Fellow with the Center for Digital Government, and bestselling author of SCARE to CARES. For more than 25 years, he has led technology, cybersecurity, modernization, and complex transformation in organizations where public trust, service continuity, limited resources, and stakeholder expectations all matter.

His message is shaped by years of leading through disruption, resistance, uncertainty, and high-pressure decisions. Those experiences taught him that transformation rarely breaks down because of technology alone. It breaks down when pressure creates reactivity, communication gaps, and loss of trust. Through practical frameworks, compelling stories, and active audience participation, Saby helps leaders move from SCARE to CARES so they can make clearer decisions, strengthen relationships, and sustain momentum under pressure.

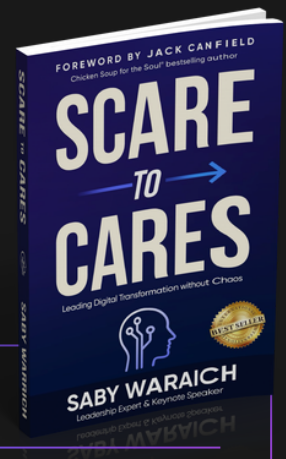




SCARE TO CARES

LEADING COMPLEX TRANSFORMATION WITHOUT CHAOS

Pressure can quickly create reactivity, communication breakdowns, resistance, and loss of trust. Drawing from more than 25 years of executive leadership, Saby Waraich helps leaders recognize SCARE patterns and apply the CARES Framework to make clearer decisions, strengthen trust, create shared ownership, and sustain momentum through complex transformation.



AUDIENCE TAKEAWAYS

- Recognize SCARE patterns that increase reactivity, resistance, and uncertainty.
- Apply the CARES Framework to strengthen relationships through trust and create shared ownership.
- Make calm, courageous decisions that sustain momentum under pressure.
- Communicate with clarity and empathy during uncertainty to help people feel heard, and reduce resistance.

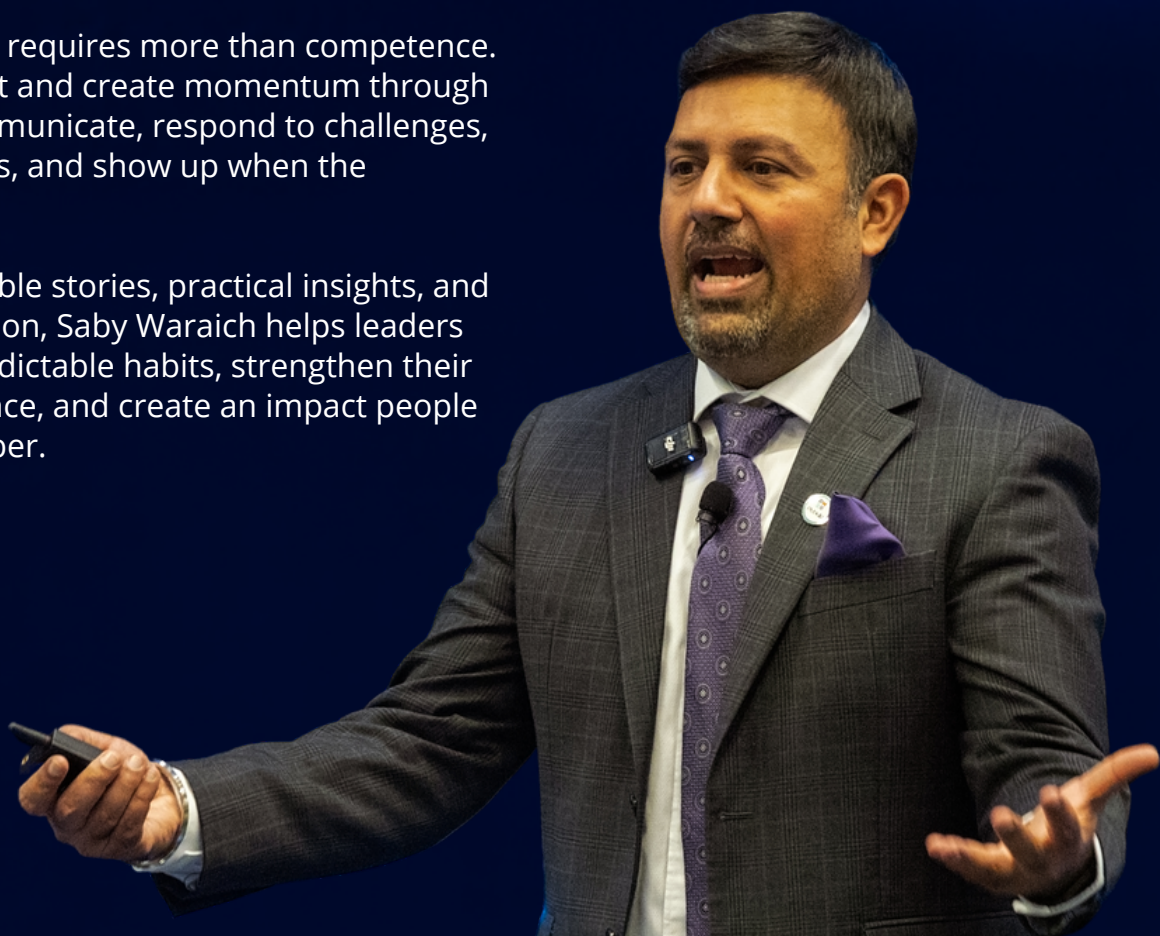


LEAD BEYOND ORDINARY

BUILD THE TRUST, COURAGE, AND MOMENTUM PEOPLE REMEMBER

Strong leadership requires more than competence. Leaders earn trust and create momentum through the way they communicate, respond to challenges, build relationships, and show up when the pressure is high.

Through memorable stories, practical insights, and audience interaction, Saby Waraich helps leaders move beyond predictable habits, strengthen their leadership presence, and create an impact people trust and remember.



AUDIENCE TAKEAWAYS



Move beyond leadership habits that limit Influence.



Build trust through empathy.



Create a memorable leadership identity.



Approach challenges with creativity and courage.



Build resilience under pressure.



Increase personal impact through everyday leadership actions.



CALM UNDER CYBER PRESSURE

LEADING THROUGH DIGITAL DISRUPTION WITH TRUST, CLARITY, AND READINESS

Cyber incidents place systems, people, public trust, and organizational reputation under immediate pressure.



Drawing from his experience as a CIO and CISO, Saby helps executive teams prepare before disruption, communicate clearly during uncertainty, and make calm decisions when the stakes are high.

AUDIENCE TAKEAWAYS



Understand cybersecurity as a leadership responsibility.



Prepare teams for high-pressure digital incidents.



Communicate clearly during uncertainty.



Build trust before a crisis occurs.



Make better decisions when systems, people, and reputation are under pressure.

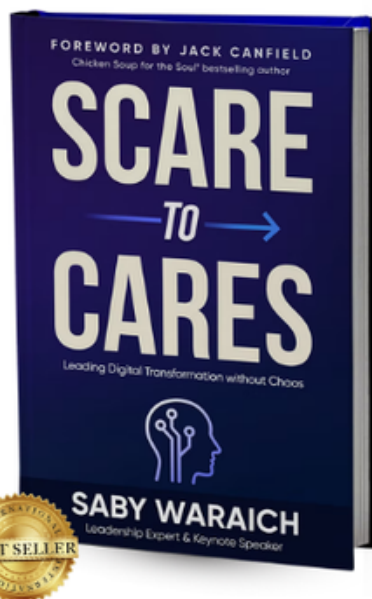


Create a culture of shared responsibility for digital safety.



THE FRAMEWORK BEHIND THE KEYNOTE

International bestselling book: SCARE to CARES



LEADING *DIGITAL* TRANSFORMATION WITHOUT CHAOS

A people-first leadership framework for navigating change with clarity, confidence, and trust.

Technology doesn't transform organizations. **People** do.

SCARE to CARES helps leaders reduce resistance, strengthen communication, build trust, and lead successful digital transformation using the proven CARES Framework.

Transform Fear into Confidence. Lead Change with CARES.



Award-Winning CIO & CISO, Global Keynote Speaker, Leadership Advisor



COMMUNICATE
CLEARLY



REDUCE
RESISTANCE



BUILD
TRUST



LEAD SUCCESSFUL
TRANSFORMATION

THE CARES FRAMEWORK

COMMUNICATE WITH EMPATHY • ADAPT WITH AGILITY • RELATIONSHIPS • EMPOWER • STAY CALM



COMMUNICATE WITH EMPATHY

Clear communication reduces confusion and helps people understand what is changing, why it matters, and what comes next.



ADAPT WITH AGILITY

Change does not follow a perfect script. Good leaders adjust their approach as people, timing, and conditions shift.



EMPOWER

Give people ownership, clarity, and support so they can take action with confidence.



RELATIONSHIPS

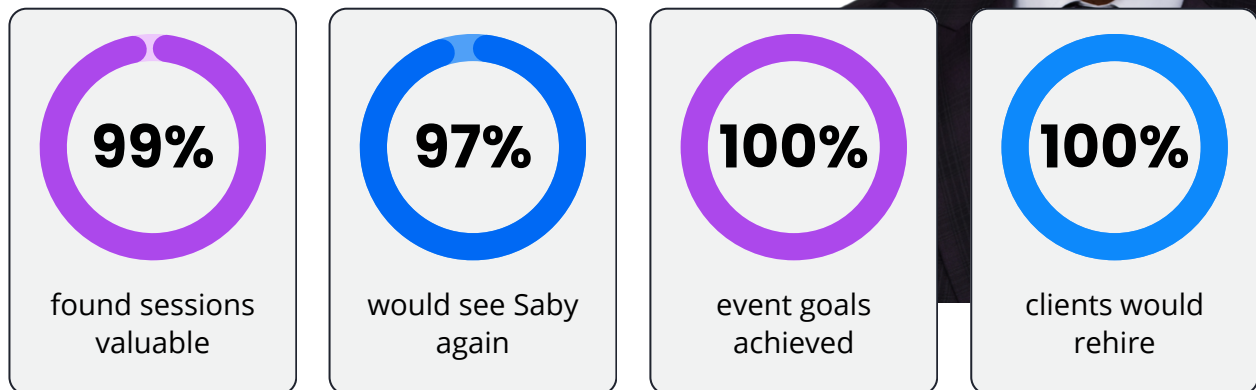
Trust matters during change. Strong relationships make hard conversations easier and help teams move forward together.



STAY CALM

Leaders set the tone. A calm presence helps teams think clearly and make better decisions under pressure.

WHAT AUDIENCES SAY



4,120 VERIFIED FEEDBACK RESPONSES ACROSS 77 EVENTS
VIA TALKADOT SINCE 2023.

Saby didn't simply talk about leadership, communication, and engagement. **He demonstrated them.** He transformed a room full of chapter leaders from passive listeners into active participants through **storytelling, reflection, movement, and conversation.**

— Pearl Akazue, PhD, PMP, CSM
Portfolio Operations Leader and Project Manager

Saby is **engaging, authentic, and incredibly insightful.** His frameworks helped our members lead with more confidence and less chaos.

— Ashley Perkins
Executive Director, American Academy of Private Practice in Speech Pathology

Saby's message hit home for our leaders. He connects technology, people, and leadership in a way that is **practical, inspiring, and immediately actionable.**

— Amanda Tarr
Deputy Director, Wyoming Department of Family Services

BOOK SABY WARAICH



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