



# Built to Last: Developing Leaders Who Multiply, Not Just Replace



*An executive keynote that turns deliberate succession planning into a legacy strategy - so leaders can multiply talent, protect continuity, and build organizations to last.*

## Overview

Organizations that endure do not simply replace leaders when transitions occur; they multiply leaders before change is required. Succession planning, done well, protects culture, continuity, and confidence.

Built to Last reframes succession as a daily leadership discipline. Grounded in servant and transformational leadership, this keynote equips audiences to invest in people, share authority wisely, and build bench strength at every level.

## Ideal for

- Senior leadership teams and executive councils
- Frontline to mid-level managers (and emerging leaders)

## What audiences take back

- How to distinguish replacement-based succession planning from leadership multiplication - and why multiplication builds resilience.
- Servant-leadership behaviors that grow leadership capacity across the organization.
- Practical strategies to embed leader development into daily operations and talent conversations.
- A repeatable playbook to strengthen bench depth through coaching, stretch assignments, and knowledge transfer.

## Core topics covered

- Replacement vs. multiplication: building depth (not just filling roles).
- Trust and empowerment: authority-sharing that develops others.
- Succession as a system: readiness conversations and development pathways.
- Everyday leader-building: coaching habits, feedback, and stretch work.
- Continuity and legacy: reducing single-point-of-failure risk.



**R. Montana Williams, PhD/ABD, Cyber SME, CWDP, DiSC Practitioner, MLCT/Behavioral Consultant  
Founder & Managing Partner, Everest Leadership Consulting  
Keynote Speaker**

## Quick Details

**Format:** Keynote

**Typical length:** 45-60 minutes (plus optional Q&A)

**Delivery:** In-person or virtual

**Customization:** Industry examples and leadership realities (frontline to C-suite)

**Value:** A clear path from “We’ll figure it out later” to “We’re building leaders now.”

## Suggested A/V

- Wireless microphone
- HD projector/screen; clicker

## Booking

Email: [montana@everestlead.com](mailto:montana@everestlead.com)

Phone: +1 702-743-7143

Website: [titanrainservices.com](http://titanrainservices.com)

***Lead with intention. Multiply leaders. Build what lasts.***