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**Successful Leaders of the Future are Humbitious: They connect with Humility and they elevate with Ambition**

*Amer Kaissi is a sports fanatic, a hummus addict, and a funny professor. He blends thorough research with practical examples to help audiences transform their mindsets and lead more effectively in times of change.*

In today’s dynamic business landscape, the key to organizational growth lies in leaders embracing change with an open approach rather than a defensive stance. Leaders facing enormous pressures may inadvertently engage in ineffective behaviors. This can manifest as dominating discussions, feigning knowledge, withholding recognition, and hesitating to advocate strongly for high performance. Such actions can unintentionally hinder organizational growth. They may lead to team members feeling disengaged, less inclined to innovate, and in some cases, choosing to leave. Their organizations suffer from chronic burnout, low performance and turnover.

As a widely-published & highly-acclaimed Professor of Leadership at a top university and internationally-recognized thought leader, Amer has spent the last 25 years researching, understanding and evaluating evidence-based practices that create intentionality for leaders to reverse their ineffective behaviors. As a sought-after coach for top-level executives, he has worked closely with hundreds of leaders and teams to apply these practices to change mindsets and behaviors and transform organizational cultures. While Amer has honed his leadership skills in the extremely complex and ultra-competitive healthcare landscape, the principles that he shares transcend all different sectors of leadership.

Amer’s research and coaching practice show that the solution is humility with ambition. Humility is a strength, and it is a super-power when combined with ambition. In times of change, leaders connect with humility and elevate with ambition. That is the power of humbitious leadership.

**What Audiences get from Amer’s Talks:**

* Mindset shifts & insights to transform leadership approach
* Tangible, evidence-based take-home behaviors
* Practical case studies based on Amer’s extensive coaching experience
* Inspirational stories and examples
* Laughs, laughs, and lots of laughs

**Speaker Bio:**

Amer Kaissi is an-award winning Professor of Leadership. He is an executive coach that has worked with hundreds of leaders and teams all over the world. Amer is the author of three books. His most recent book is “Humbitious: the power of low-ego, high-drive leadership.” He has been featured on the *Harvard Business Review* podcast and numerous other media outlets. He has spoken on leadership topics at more than 250 organizations and professional conferences. He lives in San Antonio with his wife and two teenagers.

**Session Descriptions**

**Session 1- Humbitious Leadership in Times of Change: How to Connect with Humility & Elevate with Ambition**

In today's dynamic business landscape, improving employee engagement and sparking their innovation and creativity is an uphill battle for most leaders. In this session, Amer shows that leaders who have the confidence to make hard decisions in uncertain environments and the humility to admit mistakes, can better connect with their team members, while empowering them to integrate novel ideas into how they solve problems. Building on the latest research evidence and his experience as a coach with high-level executives, he makes a convincing argument that humbitious leadership is the best way to lead for the future.

In this transformative talk, leaders will be able to immediately implement proven strategies to:

* Discover the power of self-awareness, open-mindedness and appreciation
* Develop leadership skills and behaviors that balance humility with ambition
* Build humbitious cultures where turnover is minimal; teams are highly engaged; and innovation is sparked

Available as a keynote, half-day workshop or full-day workshop

**Session 2- Shattering Resilience Myths in Leadership: Key Behaviors for Self-Care and Caring for Others**

In today's challenging work environment, organizations and leaders face serious stressors resulting in burnout and chronic fatigue. Amer argues that leaders have the ability to influence and impact their team’s and organization’s resilience & engagement. But in order to do that, they have to build and maintain their own self-resilience first. Drawing on the latest research and compelling case studies from his coaching practices, he shares a practical model of resilience focusing on the importance of realistic optimism; compassion; and gratitude on the one hand, and self-care behaviors such as short reflections; strategic breaks and calendar triage on the other.

In this transformative talk, leaders will be able to immediately implement proven strategies to:

* Discover the power of realistic optimism; compassion; and gratitude
* Develop leadership skills and behaviors that balance self-care with caring for others
* Build resilient cultures where burnout is reduced and teams are highly engaged

Available as a keynote, half-day workshop or full-day workshop.

**Session 3- Is Your Team as Effective as Kindergartners? How Leaders Create a Culture of Psychological Safety & Accountability**

Amidst the unrelenting organizational changes, leaders may hesitate to hold their team members accountable for fear of driving them over the edge. They default to “comfort cultures” where low performance is tolerated and difficult conversations are avoided. Amer argues that the best leaders are those that balance psychologically safe cultures where team members can speak up and contribute, with accountability systems where high performers thrive. Drawing on the latest research and examples from his coaching practices, he shares how leaders can build and maintain psychological safety while having necessary difficult conversations.

In this transformative talk, leaders will be able to immediately implement proven strategies to:

* Discover the power of psychological safety and open-mindedness
* Develop leadership skills and behaviors to have necessary difficult conversations
* Build learning cultures where mistakes are not covered and teams are challenged to achieve high performance

Available as a keynote, half-day workshop or full-day workshop.