

# JP Pawliw-Fry

## New York Best Selling Author - Performing Under Pressure

Please contact a GDA agent for information.

### Topics

- Accountability
- Change Management / Organizational Change
- Conflict Resolution
- Emotional Intelligence
- Family / Relationships
- Leadership
- Virtual

### About JP Pawliw-Fry

JP Pawliw-Fry (Pronounced Paloo-Fry) believes 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 and authentic 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, Coca-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, 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 vulnerability and empathy, teaching 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 traveling 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.

### Select Keynotes

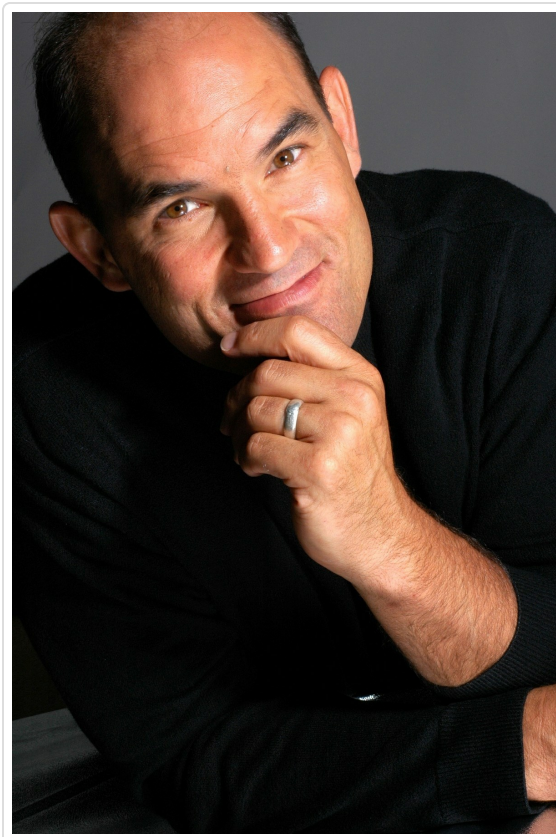
#### • All Change Is Personal: The Need to Focus On People During Disruptive Change

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

## • **Emotional Intelligence: The Missing Ingredient In Building a Highly Engaged 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
- ◊ 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
- ◊ Engaging stories from the frontlines of leaders who are stepping up and winning in the most challenging, pressure-filled situations.

## • **How to Use Mindfulness To Lead Your Team**

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

## • **Why The Conversations You AREN'T Having Hold You Back and What To Do About It**

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
- ◊ How to have these conversations in a way that the other person can hear
- ◊ How to navigate the difficult emotions that typically prompt us to avoid the Last 8%
- ◊ How to inspire your team to be more courageous and skillfully step into having the conversations they need to happen.

## **Select Book Titles**

- **2015:** Performing Under Pressure: The Science of Doing Your Best When It Matters Most