

UNLEASH EXEMPLARY LEADERSHIP

Ignite Leadership Capacity - Future-Proof Your Organization

In today's tumultuous landscape, **where the Seven-Sided Pincer Movement of AI, automation, disruptive technologies, globalization, outsourcing, internet disruption, and revolutionary software threaten to redefine industries overnight**, exemplary leadership is no longer optional. It's essential for survival and dominance. Unlock the power of proven leadership practices to cultivate capacity throughout your organization, empowering individuals at every level to adapt, innovate, and thrive amid constant change.

Leadership is a choice that can be learned, nurtured, and refined. The Five-Ingredient Kryptonite defense system identifies LEADERSHIP AT ALL LEVELS as the fifth critical ingredient. This means everyone, not just executives, owns outcomes, challenges the process, and asks "What else can I do?" **Drawing from thousands of case studies, decades of research, and direct work with Jim Kouzes and Barry Posner**, this keynote **reveals the most desired leadership traits employees crave: those that inspire commitment, foster accountability, and ignite passion.**

Whether facing employee disengagement, cultural silos, rapid growth, or the seismic shifts of white-collar robots and revolutionary software, success hinges on your people. Inspire them to move from compliance to "want-to" ownership, accelerating change and achieving what matters most. In a brawl with few rules, where the fast and adaptive outpace the complacent, learn to harness human strengths, creativity, empathy, strategic thinking (the TALENT ingredient), to complement AI and stand out in a sea of sameness.

Embrace pragmatic tools, models, and principles to build cultures **where employees are engaged, energized, and flourish, even during disruption.** By mastering the five key leadership practices, Challenge the Process (IDEAS ingredient), Inspire a Shared Vision, Enable Others to Act, Model the Way, and Encourage the Heart, you can **vanquish "us versus them" mindsets, crumble silos, and boost collaboration, resiliency, and innovation.**

This isn't about fearing the future, it's a call to action to reclaim control, lead accountability, and position your organization as an unstoppable force. Equip yourself to turn challenges into opportunities, ensuring flawless execution of strategies and long-term relevance in an ever-evolving world. **Leadership is the ultimate competitive advantage.**

KEY LEARNINGS AND TAKEAWAYS:

- **Master Five Leadership Practices:** Learn to Challenge the Process, Inspire a Shared Vision, Enable Others to Act, Model the Way, and Encourage the Heart, proven practices that inspire vision and enable extraordinary results across all levels.
- **Deploy LEADERSHIP AT ALL LEVELS:** Understand how the fifth Kryptonite ingredient works, everyone leads from their level, no waiting for permission, driving ownership and action throughout the organization.
- **Cultivate Agility and Resilience:** Build leadership capacity to thrive amid the Seven-Sided Pincer Movement, AI, automation, and disruptive forces, by developing adaptive, resilient leaders at every organizational level.
- **Shift from Compliance to Commitment:** Ignite ownership and accountability in teams by moving people from "have-to" to "want-to" mindsets, unlocking discretionary effort and peak performance.
- **Leverage Human Strengths:** Deploy the TALENT ingredient by harnessing creativity, empathy, and strategic thinking to differentiate in a commoditized economy where AI threatens to make knowledge ubiquitous.
- **Overcome Change Barriers:** Lead with intent, avoiding the pitfalls that derail 75% of change initiatives, by fostering true urgency (not false urgency or complacency) and building guiding coalitions.
- **Foster "Want-To" Mindset:** Boost engagement, collaboration, and innovation during uncertainty by creating cultures where people voluntarily commit rather than comply out of obligation.
- **Build Personal and Organizational Distinction:** Develop the DISTINCTION ingredient, standing out in crowded markets, outpacing competition, and ensuring long-term success by becoming irreplaceable.

- **Develop Execution Excellence:** Create a roadmap for flawless strategy execution, transforming disruption into growth opportunities through disciplined leadership practices and accountability systems.
- **Vanquish Silos and Cynicism:** Model consistent actions that encourage team contributions, crumble organizational barriers, and accelerate change through exemplary leadership behavior at every level.

About The Speaker/Author:

Mike Evans isn't another consultant who discovered AI in 2023 and rebranded himself as an expert. He's been preparing organizations for the future of work since 1991.

For nearly three decades, Mike has worked at the intersection of organizational transformation and technological disruption. While serving as an executive at the Tom Peters Company (1995-2003), FranklinCovey, and Kotter International, he collaborated directly with some of the most influential business thought leaders of our time: Tom Peters, Dr. Stephen Covey, Dr. John Kotter, Jim Kouzes, and Barry Posner. These weren't brief engagements. They were years-long partnerships that shaped Mike's understanding of how organizations actually change, not just how they should change in theory.

When most consultants were still treating the internet as a novelty, Mike was already helping Fortune 50 companies navigate what he recognized as the beginning of a fundamental shift in how work gets done. Over the following decades, he watched as globalization, outsourcing, automation, robotics, and digital disruption each emerged as new forces threatening organizational stability. He didn't just observe these changes. He developed practical frameworks to help people and organizations adapt to them.

What Mike calls the "7-Sided Pincer Movement" didn't start with AI. It started with six other disruptive forces, each powerful enough on its own to obsolete careers and companies. AI didn't create this threat. It amplified it. It accelerated it. It made the stakes exponentially higher. That's why Mike's approach is fundamentally different from the sudden surge of self-proclaimed AI experts. He's not reacting to a trend. He's continuing work he's been doing for 27 years, now armed with urgent new data about just how quickly the future is arriving.

Mike's expertise isn't theoretical. It's operational. He doesn't just identify problems or paint apocalyptic scenarios. He gives you the defense. The "5-Ingredient Kryptonite" framework he presents in this book is the distillation of thousands of hours working with 34 Fortune 50 companies including Intel, Apple, PepsiCo, and Caterpillar. These aren't abstract concepts.

They're battle-tested strategies that have helped real people and real organizations not just survive disruption but thrive because of it.

As a keynote speaker, Mike delivers over 50 presentations annually to corporate audiences, translating complex future-of-work challenges into actionable insights. His speaking has earned him recognition as an award-winning thought leader who combines rigorous research with compelling storytelling and practical application.

His first book, *Achieve with Accountability*, was published by Wiley and established him as a leading voice in organizational performance and leadership accountability.