

High-Performance Leadership in a Fast & Changing World

Reframing disruption to opportunity

Session Overview



*“ I have never seen any speaker engage a 1000+ audience like he did
and I have never heard such good feedback from participants”*

Cecilia de la Hox | Partner EY Parthenon

Jim Steele

Session overview



High-Performance Leadership in a Fast & Changing World is a high-energy keynote and full-day masterclass that equips leaders to sustain performance in environments shaped by accelerating disruption, emerging technologies, and Generative AI.

Grounded in the science of performance and drawing on the Better, Smarter, Stronger framework from *Unashamedly Superhuman*, this session focuses not on how to deploy new systems, but on how leaders shape the mindset, belief, and behaviour that determine whether change creates resistance or momentum.

Practical, engaging, and immediately applicable, the session shows how leaders create clarity in volatility, build confidence in uncertainty, and enable teams to execute effectively even as priorities shift. This is not a passive talk. Participants experience how quickly performance improves when disruption is reframed from threat to opportunity and aligned leadership behaviour drives focused execution.

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Introduction: Performance in Disruption Is a Leadership Choice

The session opens with a fast-paced interactive experience that highlights how quickly decision quality and engagement drop when uncertainty is interpreted as risk rather than possibility.

The insight:

Technology accelerates change, leadership interpretation determines performance. Participants see how deliberate shifts in attention, language, and belief immediately increase focus and forward momentum, establishing the foundation for the Better, Smarter, Stronger framework.

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Better - From Volatility to Vision

Creating Direction That Stabilises Performance

In rapidly changing environments, clarity of direction becomes a primary performance advantage.

Key themes

Replacing reactive leadership with clear, forward-looking vision

Aligning effort around purpose and priorities

Using compelling direction to activate intrinsic motivation

Outcome

Leaders gain a practical method for creating aligned direction that steadies performance and energises teams despite constant change.

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Smarter - From Uncertainty to Understanding

Building Beliefs That Drives Action

How leaders interpret disruption determines how their teams respond.

Key themes

Reframing emerging technologies, including Gen AI, as opportunity

Building shared belief and confidence in the future direction

Strengthening decision-making under uncertainty

Outcome

Participants learn how to create a performance identity that reduces hesitation and enables confident, proactive action.

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Stronger - From Complexity to Clarity and Ambiguity to Agility

Executing at Pace

Sustained performance requires disciplined focus and adaptable execution.

Key themes

Simplifying priorities to reduce cognitive overload

Creating execution rhythms that maintain momentum

Developing behavioural agility under pressure

Outcome

Leaders leave with practical tools to help teams stay focused, responsive, and effective as conditions evolve.

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Closing: From Disruption to Opportunity

The session concludes with a high-energy application experience bringing Better, Smarter, Stronger together.

Two leadership behaviours are reinforced:

Interpret change before reacting to it
Align people quickly around what matters most

The core message is clear:

High-performing organisations do not eliminate uncertainty, they convert it into forward momentum.

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Audience Takeaways

A science-backed leadership model for navigating disruption

Practical tools to maintain clarity and confidence during transformation

A shared language that helps teams interpret change constructively

Strategies to sustain momentum in volatile environments

Leadership behaviours that convert uncertainty into opportunity



holistic
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