

Steve Gladis, Ph.D.

Acclaimed Leadership Speaker, Author, and Executive Coach



About the Speaker: Distinguished speaker, author, and executive coach to many of the Region's top Executives, Dr. Steve Gladis is one of the country's leadership experts. CEO of Steve Gladis Leadership Partners – a leadership development company – he is the author of 19 books on leadership and is a professor at George Mason University. His company works with businesses, associations, and US government agencies, and he speaks regularly at conferences and corporate gatherings. A former faculty member at the University of Virginia, Dr. Gladis also served as an FBI special agent and was a decorated officer in the US Marine Corps. His company donates a significant portion of corporate profits back to the community.

Dr. Gladis uses stories to punctuate his straightforward, clear message about leadership. His action-packed leadership journey provides a wealth of material from which to draw examples and witty anecdotes that keep audiences entertained and engaged. Using stories from business, Marine Corps combat and the FBI, Dr. Gladis introduces his audience to the different leadership types and the skills required for them.

Topics: Leadership, Trust, Teams, Agility, Tough Talks, Communication, Coaching, Persuasion, Motivation

Audio/Video: Clips are available at

<http://www.stevegladisleadershippartners.com/video-gallery>
<http://webcasts.astd.org/webinar/893>

Bio Summary:

Steve Gladis serves as President and CEO of Steve Gladis Leadership Partners, a leadership development firm focused on helping leaders achieve both success and significance through executive coaching, training and development, and motivational speaking. At George Mason University, he teaches a Leadership Communication and Leadership Action series to first-line and mid-level leaders. Author of 19 books on leadership and communication, Steve is a former member of the University of Virginia's faculty and served as an Associate Dean and the Director of the University's Northern Virginia Center. He is currently an executive coach for the Darden Business School's Executive MBA program. Dr. Gladis received his doctorate in education and is a certified coach with the International Coach Federation. Dr. Gladis is also a committed civic and academic leader, serving on the Executive Boards of both the Fairfax County Chamber of Commerce and The Community Foundation of Northern Virginia, and participating in other philanthropic activities in the Greater Metropolitan Washington, DC, area.

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Leadership Keynote Topics:

Positive Leadership: A clear trend has emerged in the field of leadership – a focus on the power of positivity. There is overwhelming research that positive people are easier to work with, more productive, more creative, and far more open to change than their less positive peers. The good news is that positivity can be learned. Citing research and practice from the best folks in this business of wellbeing, Dr. Gladis sets up a three-step formula to create more positive leaders, who in turn develop “healthy” workplaces and deliver greater results for their organizations. Based on his latest book: *Positive Leadership: The Game Changer at Work*.

The Coach-Approach Leader: Many leaders were raised and developed in environments where the dominant leadership style was authoritative. This style resembles a command and control, military-like style, which may be effective in times of combat, but often fails in today’s fast paced, open and agile business world. Dr. Gladis shares the new, more effective leadership style, the “Coach-Approach,” based on research and best practices from the world’s greatest leaders – teaching leaders the power of questions, curiosity and possibilities rather than giving answers and barking orders. Based on his book *The Coach Approach Leader: Questions, Not Answers, Make Great Leaders*.

The Trusted Leader: Trust is the foundation of any relationship – whether among friends, relatives, peers, companies and their customers, or managers and their employees. Dr. Gladis demonstrates how trust works and explains how this competency is critical to leadership success. He provides a simple yet powerful model (The Trust Triangle) to help attendees remember the three key elements of Trust. Based on his book *The Trusted Leader: Understanding the Trust Triangle*.

The Agile Leader: Agility has become an increasingly important requirement for leaders in today’s environment. Dr. Gladis helps audiences understand how power, politics and culture create an increasingly complex environment and shares techniques for improving leadership agility to handle the constant changes. A key area of focus includes how to create and maintain a culture of candor and demonstrates how to have those difficult but necessary “tough talks” with people while at the same time preserving the relationship. Based on his book *The Agile Leader: A Playbook for Leaders*.

The Accidental Leader: Ask anyone how they got to their leadership position, and the story often starts with, “I sort of fell into it...” Dr. Gladis uses the story of the accidental leader to address how leaders inadvertently get thrown into the deep end of the pool and shares best practices for what they can do to keep from drowning. Based on his book *The Journey of the Accidental Leader*.

The Transparent Leader: Leadership Communication is a bedrock skill set for any leader. In short, if a leader cannot express herself or himself either in writing or speaking to individuals or large groups, the chances of success are limited. Dr. Gladis shares his Top Ten Leadership Communication Skills every leader must have to be successful. Based on his book *The Transparent Leader: A Business Fable of Clear and Effective Leadership Communication*.

Leadership Development Workshops

1. **Leading People–The Coach-Approach Process:** Participants will learn how to use the CoachApproach to lead others. In this action workshop, participants will learn to apply inquiry-based techniques used by professional business and executive coaches to guide people to solve their own most difficult issues.
2. **Making Team Decisions:** Using a CoachApproach to teams, participants will learn about the power of appreciative inquiry when approaching problems or issues. Participants will also learn how to apply action-learning techniques. Teams will get hands-on experience working on real, pressing issues they face in their organizations.
3. **Getting Results:** Participants will learn how to apply the Trust Triangle to their personal and professional lives. They will also learn how to use the Motivated Sequence to get the results they want. Specifically, they will learn how to structure a document or presentation to get agreement or consensus from decision makers. In this action workshop, participants will apply these new skills to real, work related issues.
4. **Sustaining Performance:** Participants will learn how to motivate people. In this final action workshop, they will learn how transparency and clear leadership communication can produce sustained performance. Participants will also learn what motivates people and how to apply motivational research to their most pressing leadership challenges.
5. **Team Writing:** Whether it is a critical proposal, report, or complex e-mail to a client or customer, important written documents require a higher level of attention. To produce excellent results, leaders must learn how the team-writing process works and how personality type affects writing styles. In this seminar, participants will learn how to use that knowledge to produce more powerful results-oriented documents.
6. **Dynamic Presentations:** Leaders must effectively communicate their ideas and vision to a variety of both internal and external groups. Learn valuable public speaking strategies to inspire audiences to listen and follow with enthusiasm. In this seminar, participants will learn both content and delivery skills necessary to become more dynamic, credible public speakers.
7. **Powerful Persuasion:** Leaders need to convince people and teams to see their vision, embrace it, and execute it. The art and science of persuasion lay the foundation for all influence in society. Learning the skills of persuasion will ensure that participants will be better able to lead people to accomplish the mission of their organizations.
8. **Leadership Communication Styles:** All people have distinctive communication styles. Because leaders influence the lives of others and the success of organizations, they need to become even more self-aware. Learning what their particular leadership communication style is and knowing how it affects others are critical factors for leadership success. Understanding the differences that others bring to any team or organization and using those differences to strengthen the group define excellent leadership.
9. **The Agile Leader:** Like NFL quarterbacks, leaders need to be able to adjust to changes quickly to remain effective in a changing world. This course covers agility concepts including how to establish trust, balance the “power” dynamic at work, on-boarding as a new leader, and how to have tough talks with people without destroying the relationship.
10. **Positive Leadership:** The results of increased positivity in the workplace are both compelling and valuable to any company or organization. Positive and engaged employees produce 30% more and improve in every metric from productivity to retention. This workshop focuses on how leaders can change their own levels of positivity and happiness as well as those of their followers and their teams.

What People Say about Steve Gladis

- Post Newsweek Tech Media "Excellent! I really enjoyed the presentation. Steve was very knowledgeable, and he conveyed the information in a relaxed, clear and entertaining manner."
- U.S. Department of Labor "Extremely helpful tips that I will certainly use in my day-to-day writing. The professor was excellent at giving a broad view of what's important."
- Bank of America "Terrific speaker...entertaining and informative style. Time flew and I learned a lot."
- U.S. Government Accountability Office "Excellent course; very dynamic instructor. I took away many new insights as well as practical tips."
- Cox Communications "Insightful. Keeps your attention. I can't wait to try this on my own."
- Fairfax Education Association "Valuable information was provided that I can use when developing plans for recruitment of members."
- Wolf Trap Foundation "Course was well prepared and delivered in an interesting and captivating way. Very useful information."
- Anonymous Feedback
 - "Great sense of humor and ability to engage the audience."
 - "I love how Dr. Gladis relates the material to everyday situations that we face in our jobs and personal life."
 - "Dr. Gladis' interactive exercises and energy helped me relate to and understand the broader concepts."
 - "Steve Gladis is a wonderful instructor and his classes are by far the best I have attended. I truly have enjoyed every session."
 - "Dr. Gladis is knowledgeable and engaging and a very effective speaker."