



## **Keynote Presentations From Al Bolea**



### **Leadership: Innate or Acquired**

Why do some people emerge as leaders and others don't? What is the core ingredient to becoming a great leader? These two questions will be explored and answered in this insightful expose' about leadership. Between his humble beginnings at a coal mine to his career as the CEO/GM of a large independent oil company in the UAE, Al has worked at nearly every level within the natural resource extraction industry. Al's experience also gives him a unique view of almost every level of employment at a company and how leadership can help every step of the way. Drawing on this wealth of knowledge Al's presentation balances the perfect blend of storytelling, motivation, skills practice and research to be relevant to all listeners. From management to front-line staff the presentation is thought-provoking and gives real-life applications relevant to every professional as to what behaviors a leader has, and how they themselves can advance in their leadership.

### **The Most Important Thing That Leaders Do**

Setting direction for their organization is the most crucial thing a leader does. Uncover the true meaning of direction, and the role of formal planning in direction setting. Learn how to see things for what they are, the limitations of language and how shifting realities will affect your course. Find out about the tools for interrogating reality, assessing risk, and harnessing the power of intuition.

### **The Magic Behind High-Performing Teams**

The magic is that infact there is no magic at all! Successful teams are built — no magic necessary. Learn the necessary building blocks of a high-performing team, and why true leadership is necessary to unlock the potential of any team. Discover the secret to creating the future you envision, and the tools you need to build it for your team. Understanding yourself as a means to understand others and unlock the diversity of strengths into your team.

### **The Management Tool That Often Cripples An Organization**

Organization structure. When used ineptly as a lever for change a shift an organization's structure ends up crippling the organization it was meant to save. Explore the vital role of structure in shaping the culture of a company. Learn leader know when to use large-scale restructuring vs. more subtle tweaks.

### **The Secret Behind Becoming A Trusted Leader**

How do leaders have "real" conversations? Do they show up as authentic and wholehearted? Are they trusted? Conversation creates the collective intelligence in an organization and it turns



any structure into a living network; it is the backbone of an organization. Learn the critical skills required for creating and sustaining a viable future for a company with speech and conversation. Find out why vulnerability is in fact an act of courage and the secret to becoming a better listener and a trusted leader.

### **Running A Breakthrough Initiative**

Leaders often need breakthroughs to solve problems and capture opportunities. Learn a methodology for running an effective breakthrough initiative. See how the language of possibility primes a team for success. Learn the importance of defining roles and the criticality of declaring completion. See tools to convert possibilities to probabilities and, through engage the accountable organization, capture new opportunities.

### **Is it Performance Management or Managing Performance?**

Performance management is not just about performance -- it's about the identity and purpose of an organization. It's also about accountability and employees must feel the tension of the inputs they manage relative to outputs that they create. An organization becomes what it measures and everything else it could have been is lost. Goals are critical and if too narrow or non-existent, it will take a crisis to find a viable future for an organization. Messaging is critical and employees must understand the content and context to ensure that their actions and decisions are in line with the organization's objectives.