

THE SPIRIT OF AUTHENTIC LEADERSHIP

KEYNOTE

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Leading Through the Past, Present & Future of Work

Leadership is at a crossroads.

Artificial intelligence is reshaping work, expectations are shifting, and people are carrying pressures into the workplace that leaders may never fully see. This story-driven keynote invites leaders to examine where their leadership came from, what their people are carrying today, and the legacy they are creating for tomorrow.

PAST

What shaped the way you lead?

Leaders reflect on the people and experiences that formed them - the leaders who inspired them, challenged them, believed in them, or showed them exactly what they never wanted to become. Scott also explores what traditional leadership taught us, what still serves us, and what needs to be left behind.

PRESENT

What are your people carrying today?

People do not leave life at the door when they come to work. Financial strain, family responsibilities, burnout, uncertainty, social pressure, rapid change, and anxiety about AI all show up with them. Leaders explore how trust, dignity, clarity, accountability, and human connection shape both culture and performance.

FUTURE

What do you want to be remembered for?

As AI changes tasks, roles, and skills, the future demands more than technological adoption. It calls leaders to strengthen what technology cannot replace - judgment, empathy, creativity, courage, wisdom, purpose, and connection. Then comes the Scrooge question: What legacy is your leadership creating right now?

REMEMBER

What leadership experiences shaped me?

SEE

What are the people I lead carrying today?

CHOOSE

What do I want my leadership legacy to be?

AUDIENCE TAKEAWAYS

- Recognize how past leadership experiences influence current behavior.
- Lead with greater awareness of the pressures people are carrying today.
- Connect people-first leadership to trust, culture, innovation, customer experience, and performance.
- Navigate AI-driven change by strengthening the human qualities technology cannot replace.
- Make intentional choices today that shape a leadership legacy worth remembering.

IDEAL FOR

- Executive & senior leadership teams
- Corporate & association conferences
- People, culture, HR & L&D audiences
- Business schools & emerging leaders
- Organizations navigating AI and change

“The legacy of your leadership is being written every day. What will people remember?”

The future of work may be powered by technology. But it will still be led by people.