



Adam Legge – Keynote and Workshop Topics

Remarkable Organizations

Being good isn't enough these days. If you want to thrive, if you want to make an impact and if you want to achieve results then you need to be remarkable. But achieving remarkability is no easy task these days—the pace of change and disruption is making it harder and harder to stay at the front of the pack. Adam will share with you the framework—the three pillars of Purpose, People and Platform—for achieving remarkability so that you can take your organization to the top of its game. Rooted in twenty years of leadership experience he will share the realities, challenges and benefits of achieving remarkability and the transformation journey.

Participants will come away with:

- Full understanding of the remarkability framework and its component elements
- The assessments to use in determining your remarkability score
- The benefits of remarkability
- The process to achieving remarkability, including common barriers and how to overcome them
- A framework for staying remarkable

Leading Through Change and Disruption - Navigating Complexity

Disruption and change is everywhere. Sitting on the sidelines and waiting for it to pass is not an option—forces within and outside your organization are creating the necessity for adaptation. How can you ensure that your organization anticipates, adapts and thrives through change rather than becoming a victim? Adam will share the leadership practice necessary to embrace and adapt to change. Whether it is change being forced upon you by the external environment or change that you drive in order to create a new business opportunity, he will provide the practices, tools and frameworks needed to ensure that your organization remains remarkable no matter what the world throws at it.

Participants will come away with:

- An understanding of the scope and scale of change affecting organizations today
- An appreciation for the mindset that leaders must cultivate to stay nimble, flexible and ready for change
- A set of practices that will enable their organization to anticipate, prepare for and adapt to change, creating new business opportunities

- An understanding of how to identify opportunities for change, and how to decide what to change in their organization
- The process needed to achieve approval and buy-in for change initiatives
- An ongoing practice that will enable the entire organization to be surveying for change and opportunities in order to stay remarkable

Remarkable Leadership – It Is All About You

It is all about you. When many leaders are recognized or acknowledged they often say that it was about the team. Well, that may be the case for some results, but remarkable organizations start with remarkable leadership. That is why it is all about you, the leader. You must define the purpose. You must set the vision. You must foster and drive the culture that you set for the organization. You must shape what the organization values, and how it will operate. You must engage with people – internally and externally – to ensure that there is diversity, clarity and meaning to the work that your organization does. You must define where you are going and support people in their journey to that end state, showing them why it will be better and how you will all get there. You must evangelize all of those things within the organization – making sure it gets into every corner, nook and cranny that exists.

You must show the path and model the way. You must be the exemplar of behaviour, ethics, decisions and values. People will respond to what they see in you. If you want a team moving in the same direction and in the same manner as you, then you need them to see you doing it yourself. If they do, they will model you. And they will deliver. They will commit. They will strive and they will push. That is how you will see the results you believe are possible. So in the end, it is about the team. But it all starts with you.

Adam will share his inspirational story of turning a struggling and toxic work environment around through leadership and modelling the way, including his experiences of personal failure trying to move his organization to remarkable. No matter what size of organization or the focus of the business, this session will bring to light what every leader needs to understand about the practice today while still delivering on your purpose, inspiring people and achieving exceptional results. This session can also cover the board-executive dynamic to ensure that the relationship creates the potential for the very finest work to be done and generates a spirit of trust and collaboration that is supportive of change and transformation.

Participants will come away with:

- The mindset and traits of successful leaders
- The key pieces of leadership practice and structure that are essential for the modern, dynamic organization
- Ways of living purpose, creating culture, yet ensuring high performance and accountability
- The means by which boards and leaders can create a positive and rewarding working relationship, particularly useful for new boards or new leaders
- How to set the tone and model the way in the workplace of today
- Ideas as to handle challenging situations

Our Changing World – Disruption, Trends and Staying Remarkable

While every time in history has had moments of disruption, the scope, scale and magnitude of change that is occurring today is unprecedented. Technological change, demographic change, political and social change, and climate change are all creating intense pressures on organizations to not only understand but react and adapt. With the average lifespan of a company on the Fortune 500 down to 15 years from 75 years, according to Forbes magazine, the imperative to adapt in order to survive is at the forefront of every leaders agenda. Sharing the latest in data and information on the range of trends, forces and change, Adam will paint a picture of what the modern organization faces, and what the most important implications are for the leader to consider as they look to adapt their organization for the future.

Participants will come away with:

- Insight into the major trends and forces affecting their organization, and what keeps leaders awake at night
- Implications of change and disruption on their organization
- A framework for the organization of the future
- A framework for continually assessing their organization and the opportunities for adaptation in order to stay remarkable

Deep Dives on The Remarkability Pillars

Perhaps your organization wants to do a deep dive on a specific element of the remarkable organization. Whether it is knowing how to be remarkable in terms of purpose, people or platform, Adam can customize a program that dives deep into the realities, best practices and optimal states for any element of the remarkable organization. Participants will have access to his proprietary Remarkability Diagnostic which assesses the remarkability of participants so that the discussion can be focused on areas of most specific need, and spark highly engaged and rich conversations.

A program can be customized for any part of the remarkable organization including:

1. Purpose – Brand, Culture and Values
2. People – Board of Directors, Governance, Team
3. Platform – Value Proposition, Strategy, Plans, Performance Measurement

Participants will come away with:

- Deep knowledge and engagement on the topic of their choosing
- Tools, frameworks and methods to achieving remarkable for that element
- A score of their current remarkability and a set of recommendations to improved

To learn more, or to book Adam for your next conference or workshop, please email adam@adamlegge.com