

Unlearning for Leaders

Next Level Leader: Unlearning What Got You Here

Leaders today are navigating more change and more pressure to perform with fewer resources and less runway. The playbook that worked in a more predictable environment, adding skills, scaling effort, driving harder, is no longer sufficient for the landscape they're leading in now. What this moment demands is unlearning.

The behaviors that built their success: speed, expertise, self-sufficiency, were strengths for the environment that shaped them. That environment has changed. The identity patterns underneath those behaviors haven't. And the gap between who a leader has been and who this moment is asking them to become is where performance stalls, teams disengage, and potential gets left on the table.

Most leadership development works at the level of behavior. And behavior change rarely holds when the identity driving it hasn't shifted. Real transformation requires going deeper. This keynote gives leaders a science-based framework for identifying the outdated identity patterns underneath their behavior and a repeatable practice for letting them go, so they can lead in a way that meets the complexity of right now.

What Your Leaders Will Walk Away With

- Recognize the conditioned patterns driving their behavior and what it's costing them
- Apply the POCA® Model for Unlearning to interrupt patterns in real time and lead from intention
- Shift from performing leadership to embodying it, and change what becomes possible for everyone around them

Ideal For: Emerging leaders, high-potential professionals, senior leaders navigating increased complexity. Particularly powerful for multigenerational leadership audiences navigating the collision of different leadership identities, expectations, and definitions of success.

Unlearning for Teams

Aligned by Design: How Unlearning Builds Teams That Move as One

Every team carries invisible dynamics that shape how it performs: the unspoken competition between functions, the self-protection that surfaces in high-stakes meetings, the approval-seeking that slows decisions, the blame that emerges under pressure. Silent in the design of a team and decisive in the performance of one.

Over time these patterns calcify. Workarounds become operating models and personality clashes become systemic divides. These identities exist within teams and across them, built around separate priorities and definitions of success, quietly working against the enterprise. And the gap between a team that collaborates and a team that truly moves as one grows wider.

This keynote gives teams a shared language and the POCA® Model for Unlearning to surface what's limiting their alignment and create the identity shift that lets them move as one.

What Your Teams Will Walk Away With

- Recognize the conditioned patterns driving team dynamics and what they are costing the enterprise
- Apply the POCA® Model for Unlearning to interrupt misalignment in real time and shift to intentional collaboration
- Build a shared identity, shared rhythm, and one agenda that lets the team perform as one

Ideal For People leaders, functional heads, project leads, and cross-functional teams navigating complexity, organizational change, or the pressure to perform with greater speed and alignment.

Unlearning for Culture Change

Culture Forward: How Unlearning Builds the Culture Your Future Demands

Organizations are exceptionally good at adding to their culture: new values, new initiatives, new programs designed to shift how people work together. What no one removes accumulates just as fast. Legacy ways of deciding, legacy definitions of success, legacy leadership behaviors built for a different size, a different market, a different era, become the gravitational pull that keeps a culture where it is.

Culture change stalls when the patterns underneath it go unexamined. Initiatives land without traction. Behavior shifts briefly and snaps back. The culture an organization aspires to and the one it actually lives are separated by outdated identity. Those patterns exist at every level and they pull in one direction: back toward what is familiar. This is identity inertia and it demands unlearning.

This keynote gives leaders the clarity to see the legacy patterns shaping their culture and the POCA® Model for Unlearning to begin dismantling them. Culture change becomes identity, embedded in how people think, decide, and lead every day.

What Your Leaders Will Walk Away With

- Identify the institutional patterns quietly anchoring the organization to the past and what they are costing the culture
- Apply the POCA® Model for Unlearning to surface legacy patterns and begin shifting them
- Build a foundation for culture change that is embedded in everyday decisions and leadership practices

Ideal For C-suite leaders, senior executives, culture and people officers, transformation teams, and leadership groups focused on building a culture that shows up in everyday decisions and interactions, not just in the values on the wall.