

Jim Steele



“I have never seen anyone engage an audience of 1000 people like Jim did, and have received nothing but fantastic feedback”

Cecelia De La Hox- Partner
EY Parthenon

Jim Steele helps leaders and teams take control when pace and uncertainty rise.

An award-winning keynote speaker on high-performance leadership in a fast and changing world, he delivers intellectually sharp, commercially relevant keynotes built for leadership conferences, executive summits and large-scale all-hands events where clarity matters. Blending performance science, strategic insight and storytelling, he creates rooms that think more clearly and act more decisively long after the applause.

For more than three decades and across 3,000+ stages worldwide, Jim has worked with organisations navigating growth, transformation and accelerating change. Across industries and continents, he observed a consistent pattern: capable people operating in fast environments default to reactive decisions under pressure.

From that insight came **E+R=O (Event + Response = Outcome)**, a neuroscience-informed decision framework that enables leaders to choose response over reaction when stakes are high. More than theory, it is a practical leadership operating system audiences apply immediately, creating a shared decision language that sharpens focus, strengthens judgement, improves alignment and elevates performance.

Through *The Holistic Performance Lab*, the research and application engine he founded, his frameworks are continuously refined for the realities leaders face today: AI acceleration, compressed timeframes, rising cognitive load and sustained performance expectations.

Jim rebuilt his own career three times through the financial crisis, industry shutdowns and rapid market change. He completed an Ironman at 57 not as spectacle, but as proof of disciplined systems over motivation. His authority on resilience and performance is grounded in lived execution.

He is booked when clarity matters, when pressure is rising and organisations need their people aligned, engaged and moving as one.

Better leadership. **Smarter** thinking. **Stronger** performance.

Jim Steele



“Jim changed the mindset of everyone at our conference. He made an impact that matters to our team and we haven’t looked back”

Stacey Winters - Managing Partner | GEN AI Market Lead
DELOITTE LLP

Signature Keynotes

— **The Adaptive Leader - Reframing Disruption to Opportunity**

Leadership teams face constant disruption. AI acceleration, shifting markets, ambiguity. The speed of change is not the problem. How leaders respond is. Many speakers talk about embracing change. Jim teaches leaders how to work inside it. Leaders learn how to regulate their response to disruption, remain agile, and sharpen priorities, so they can lead decisively rather than reactively.

— **The Momentum Multiplier - Turning Strategic Intent into Sustained Performance**

Leadership teams have strategies. Not all have systems to execute them. Priorities drift, energy fades, progress stalls when leaders react to noise instead of responding to what matters most. This keynote equips leaders to align focus, maintain traction, and convert strategic clarity into coordinated performance. Leaders learn how to create focus, translate strategy into daily behaviour, and build systems that keep momentum alive long after the event ends.

— **The Decision Engine - Sustaining Leadership When Demands Don't Stop**

Leadership teams face demands that compound and never let up. Many respond by pushing harder, which can erode focus, decision quality and the energy that drives results. This keynote introduces a practical performance system that strengthens cognitive endurance, emotional regulation, and recovery rhythms. Leaders learn to turn over-extension into regulated endurance enabling clear and coordinated decisions in high demand environments.

2025 Speaker of the Year. Author of *Unashamedly Superhuman*.

Trusted by Google, Deloitte, AstraZeneca, Siemens

and The London Business School

