

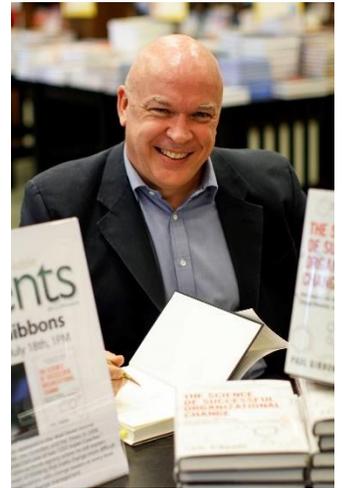
Paul Gibbons

Science. Philosophy. Business.

Short form bio

Paul Gibbons is an author, speaker, and consultant. His “beat” is helping business leaders use science and philosophy to make better strategic decisions, implement change, innovate, change culture, and create workplaces where talent flourishes. His most recent book, *The Science of Organizational Change* has been hailed as “the most important book on change in fifteen years.”

Between writing projects, he consults, coaches, and speaks with businesses such as Microsoft, Google, HSBC, KPMG, and Comcast.



Long form bio

Paul Gibbons (from London, England) is passionate about science, and how science can be used to improve human flourishing and business leadership. His writing and teaching "at the nexus of science, philosophy, and business" focuses on the application of the wider human sciences (not just psychology but philosophy, medicine, public health, mathematics, behavioral economics, and sociology) to business and business leadership. His 2015 book *The Science of Organizational Change* is among Amazon's bestsellers on change, and was hailed as “the most important book on change in the last fifteen years.”

His first degree was in Neurochemistry, followed by extended study in International Finance. At only 20, he moved to London as a "quant" derivatives trader, working at Salomon Brothers, Morgan Stanley, and eventually running sales and trading for Sanwa, the world's third largest bank. At 28, after flirting with a PhD in Neuroscience, he joined PwC as a strategist and expert on derivatives, advising on trading disasters such as Barings and Long-Term Capital. His passion for innovation and change led him to PwC's "Strategy, Innovation and Change" think-tank where his team developed the firm's methodologies in

change management, innovation and corporate transformation. His consulting engagements included running many of PwC's board-level leadership programs, as well as change management on a \$1 billion program for the UK government.

In 2001, Paul then founded his own firm, Future Considerations, which grew at 60% per annum under his leadership and still delivers flagship programs in many of the top fifty European companies. Future Considerations' leadership programs have won awards from the *Financial Times*, and from *Leadership Excellence* magazine, and they continue to do groundbreaking work at Zappos, HSBC, and Shell. When Paul sold that firm, and moved to the United States, he began teaching Business Ethics and Leadership for the Universities of Wisconsin and Denver. He serves on the board of Denver's Institute for Enterprise Ethics, while doing speaking and client work for Comcast, HSBC, Alliant Energy, Kaiser, and Microsoft. He has appeared in the *Wall Street Journal*, *Financial Times*, *Guardian*, and *Times* newspapers, and in 2008, *CEO Magazine* named him one of two "CEO Super Coaches."

He writes in Fort Collins, Colorado, with his two sons, and enjoys tennis, yoga, and CrossFit when not reading dense non-fiction books. He also plays competitive Chess, Poker, Bridge, and Backgammon, winning a number of national titles, and representing England at Bridge on several occasions.

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Social media profiles

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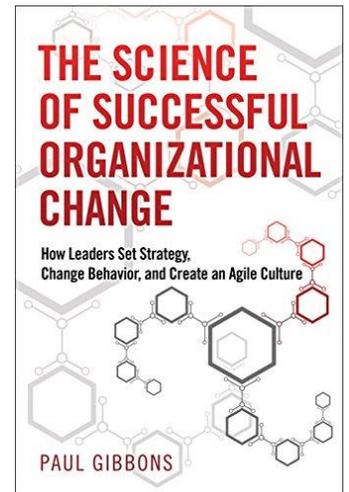
Books

The Science of Successful Organizational Change: How Leaders Set Strategy, Change Behavior, and Create an Agile Culture (FT Press, 2015) is a provocative look at myths that hamper successful change and the science that can replace them. It combines the latest research in the human sciences with stories and CEO interviews from Paul Gibbons' 35 years in business. Topics include: Cognitive biases and strategy, change management failure, psychology of risk, neobehaviorism, 21st century influencing, science – pseudo-science and leadership.

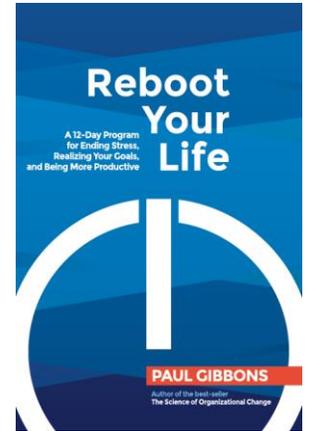
Praise for *The Science of Organizational Change*:

"...the best book on change management I've ever read..." (David Bennett, former CEO Alliance and Leicester Bank)

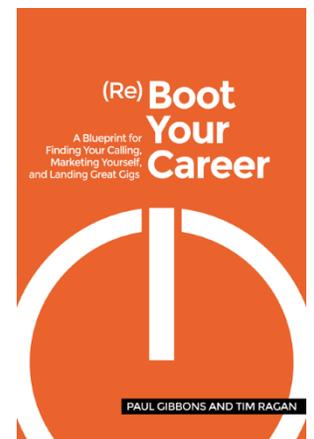
"...put it on the shelf next to Switch and the Fifth Discipline for easy rereading" (Rolf Hassensen, founder Value-at-Work)



Reboot Your Life: A 12-day Program for Ending Stress, Realizing Your Goals, and Being More Productive (self-published, 2013) is a collection of productivity tools that can be used in 12 days to create a "life-reboot". It begins with a clear-out of unfinished projects and unfulfilled expectations, and proceeds to creating a mission, vision, and values, and finally, to helping organize vision into goals, projects, and actions.



Reboot Your Career: A Blueprint for Finding Your Calling, Marketing Yourself, and Landing Great Gigs gives readers an insight into the changing world of work; then tools to help identify their calling, their values, and their work-style; then tools to help create compelling resumes and social media profiles; and finally, tools for networking and job hunting in the 21st century.



Interview questions

- 1) You are critical of pop psychology. Doesn't it make people feel better and do better?
- 2) What is the intention-action gap? How does neo-behaviorism help?
- 3) What is capitalism 2.0?
- 4) You say business regulation doesn't work? What is the alternative?
- 5) How does business have to change to cope with 21st century challenges?
- 6) What is wrong with the way business leaders now lead change? What do your recommendations mean for leaders?
- 7) What is a growth culture?
- 8) What is the re-enlightenment that you talk about in your writing?

- 9) Why do you think people and businesses struggle so much with change?
- 10) What are three practical of the main takeaways from *The Science of Organizational Change*?
- 11) Philosophy can be very abstract. How can it help practically minded business people?
- 12) What is evidence-based management? Why is it important?
- 13) You say the psychology of risk is more important than the mathematics of risk. Why?
- 14) What do you think of holacracy – fad, or fabulous?

Personal life interview questions

- 1) How did going to college at 15 affect your life? What are your views on gifted education?
- 2) You have been public about addiction and mental health issues. How did they affect your career at various stages? How did you overcome them?
- 3) Who are your inspirations, or mentors?
- 4) How did speaking five languages affect your early career in banking?
- 5) Why did you move from hard sciences to the human sciences?
- 6) You wrote a lot about spirituality and business in the 1990s, but you've said you are "post-spiritual" – what does that mean?
- 7) What inspires you about science and business?
- 8) You were a banker for a decade, yet are critical of investment banking culture. Why?
- 9) Do you have any experience of personal change/ personal transformation?
- 10) How does your experience as a CEO and coaching CEOs affect your writing?

Current photographs

