

Paul Gibbons, FRSA

Author of *The Science of Organizational Change (FT Press)*, keynote speaker, and consultant. Fellow of the Royal Society of Arts (UK), top-20 global “guru” on Organizational Culture (Top-30 Business Gurus).

My “beat” is using multi-disciplinary “hard” science and philosophy to help businesses make better strategic decisions, innovate, implement change, create ethical cultures, and develop top talent.

Research interests and speaking topics include:

- How biases and fallacies affect decision-making and change leadership.
- How to create an “ethics culture” in business.
- How science, i.e. evidence-based practice, can improve business performance.
- Why **human flourishing** “eudaemonia” is a superior organizing principle for business and society.
- Decision making by consumers/ business leaders/ citizens in “fake news” and “post-truth” environment.
- Evolution of news media and information in early 21st century and corporate responses.
- How to drive behavioral and culture change: “neo-behaviorism”, nudges, habit formation, behavioral ethics.
- Why we need “re-enlightenment” – how business and society can recapture the spirit of learning, progress, noble ambition, and reason that flourished in the 18th century “sapere aude.”

CAREER HIGHLIGHTS:

Current Portfolio (2009 to today)

Author:

Truth Wars: How We Will Survive Fake News, Post-truth, and the War on Science (in progress – due 2018)

The Science of Successful Organizational Change: How Leaders Set Strategy, Change Behaviors, and Create Change-agile Businesses (Financial Times Press, June 2015)

One of the best-selling books on Change since launch, it describes how the latest developments in neuroscience, behavioral economics, and psychology help leaders of major change programs. Topics including the human side of analytics, the psychology of risk, cognitive biases, growth mindsets and growth cultures, and choice architecture (nudging). A detailed overview is available on paulgibbons.net.



“The most exciting speaker during the three days. Truly gifted at making complex ideas entertaining, understandable, and useful.” CEO, Top-10 Global Bank

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Speaker:

Details of past and upcoming speaking engagements can be found at paulgibbons.net/keynotes

Adjunct professor: (Wisconsin and Colorado)

Teaching in degree and non-degree programs: EMBA, PMBA, MBA, and external open-enrolment programs. Programs include Business Ethics, Leading Change, Personal Effectiveness and Wellness, Decision-making, Conflict management, Negotiation, Emotional Intelligence

Independent Consultant:

Consulting and coaching services including strategic alignment, team development, culture change, and leadership development.

- Delivered a coaching and team development program to a hyper-growth technology organization, including agile management of software engineering teams.
- Delivered award-winning transformational learning program for HSBC top-talent which combined leading change, sustainability and innovation.
- Delivered program for global banking executives in North American focused on Strategic Thinking, Dealing with Poor Performers, and Solving Business Problems Creatively.
- Re-designed leading edge, middle-manager development program for global FMCG that achieves near perfect client satisfaction ratings.
- Designed online 'Virtual Leadership programs' on Leading Innovation, and Personal Effectiveness.

Directorships/ advisory work:

- Advisory board of Blackstone Entrepreneurs Network, Colorado
- Steering committee of the Institute for Enterprise Ethics, University of Denver

2001 – 2009

Chairman, Future Considerations Group, London (www.futureconsiderations.com)

- Founded, grew and sold two boutique consulting firms, Future Considerations and Carbon Considerations, which specialize in Executive Development, Organization Development and Business Ethics.
- The Group achieved a CAGR of 60% from inception and grew to forty staff worldwide and \$4m in revenue.



'Simply the most useful one-day management course I've ever attended'; 'Paul's passion and knowledge of his subject made for a superbly informative day'. 'The only fault with the program is that we did not have Paul for all three days.'



'You have changed my life and transformed my business. Thank you.'
(KPMG Senior Partner, Simon Collins)

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- Built commercial C-level relationships with several dozen Global 100 companies including: Shell, KPMG, Anglo American, BP, Tesco, HSBC, Cadbury Schweppes, PwC, and Barclays.
- Became a trusted advisor to several CEOs, and was featured in “CEO” magazine as one of two CEO ‘super-coaches’.
- Developed a brand and product strategy that punches far above its weight in the highly competitive executive development sector and which successfully competes with Harvard, Duke, McKinsey Leadership and INSEAD in their core markets.
- Earned a reputation for market-beating ROI in executive development helping several client programs have won HR awards for innovation and press mention in the Financial Times.
- Built a personal brand, a media presence and Europe-wide reputation as a thought-leader in business leadership and business ethics.



Your work was truly instrumental in transforming our team and shifting our culture. My door will always be open’. John Stewart. Deputy CEO Barclays

1996 – 2001:

PricewaterhouseCoopers: Strategy, Leadership and Culture Change

- Led change management, on a \$1bn technology implementation for the UK government, producing a breakthrough level of board and organizational alignment that the CEO claimed “was the best I’ve ever witnessed.”
- Provided critical culture change support on several ERP implementations, and Business Process Reengineering, Corporate Transformation and Total Quality programs.
- Developed the firm’s approach to Creativity and Innovation, Organizational Change, and Leadership Development as a member of its internal strategy ‘think-tank’.
- Taught seminars on strategy development, creativity and innovation and leading change to the firm’s senior partners around the globe.
- Led a development program for high-growth CEOs which included CEO-founders of EasyJet (Sir Stelios Haji –Ioannou), Sports Division (Sir Tom Hunter) and PowderJect (Lord Paul Drayson)



If it were not for Paul’s inclusion in this project, it would not have produced such outstanding results. Peter Burditt, Head of Strategy, BZW (Barclays)

1993 – 1996:

PricewaterhouseCoopers: Financial Risk Management/ Investment Banking Strategy

- Expert forensic advisor on the National Westminster and Baring Brothers frauds.
- Frequent contributor to the Wall Street Journal, Risk Magazine and Financial Times on Derivatives Risk Management.
- Quantitative expert (“quant”) on measuring the risk of complex financial instruments; expert on Basle I Capital Adequacy and Value at Risk.
- Led strategy projects for several of Europe’s’ top investment banks including Barclays, Bankers Trust and Royal Bank of Scotland.

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1981 – 1987:

Investment banker/ securities trader:

- Head of Sales for Quadrex Securities, a derivatives boutique (1987)
- Ran a \$1bn proprietary trading book for Salomon Brothers (1985-6)
- Head of Trading and Sales for Money Markets at Sanwa Bank (1984-5)
- Sales Manager, Dean Witter (now Morgan Stanley Dean Witter) (1984)
- Money Market derivatives trader at Credit Suisse First Boston (1983)
- Securities Analyst, Pharmaceuticals, Kitcat and Aitken, London Stock Exchange (1982)

EDUCATION:

- University of Wisconsin, Madison – Graduate-level study in Philosophy, Business Ethics, and Science Journalism
- Birkbeck College, University of London, 2007 – M.A. in Political and Moral Philosophy
- Birkbeck College, University of London, 1999 – M.Sc. in Organisational Behavior
- School of Pharmacy, University of London, 1991 – Ph.D. Program in Neurochemistry (ABD)
- University of Wisconsin, Madison, 1981 – Postgraduate study in Finance and Economics
- University of Wisconsin, Madison 1980 BS in Biochemistry

NON-ACADEMIC EDUCATION:

- Certification in Executive Coaching, the Newfield Network, Colorado (2003)
- Certification in Humanistic Counselling, the Gestalt Institute, London (2001)

ACADEMIC APPOINTMENTS:

- Adjunct Professor, University of Denver, Business Ethics, MBA/ EMBA/ PMBA
- Adjunct Professor, University of Wisconsin, Executive and Leadership Development
- President, The Philosophy Society, Birkbeck College, University of London, 2007
- Senior Lecturer, University of Surrey, 2003 – MA in Change Agent Skills
- Council Member, The Academy of Management, USA, 2001
- Visiting Scholar – University of Wisconsin School of Business, 1999

LANGUAGES:

- Native English
- Bilingual French
- Conversational Spanish
- Reads German and Italian

BOOKS:

2017: *Truth Wars: How We Will Survive Fake News, Post-truth, and the War on Science*
2016: *Reboot Your Career: A Blueprint for Finding Your Calling, Marketing Yourself, and Landing Great Gigs*

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- 2015: *The Science of Successful Organizational Change: How Leaders Set Strategy, Change Behaviors, and Create Change-agile Businesses* (Financial Times Press, 2015)
- 2013: *Reboot Your Life: A 12-day Program for Ending Stress, Realising Your Goals, and Being More Productive* (Kindle and Paperback formats)
- 2000: *Spirit at Work* (Biberman and Whitty, eds) "Definitions and Measures of Workplace Spirituality"
- 1999: *Spirituality at Work: Definitions, Measures and Validity* (Academy of Management)

ARTICLES (HIGHLIGHTS):

- 2016 – Are All of Us **Really** Smarter Than Once of Us?
- 2015 – Is Pop Psychology Bad for Business?
- 2015 – Time to Euthanize Change Management
- 2014 – From Change Management to Change Agility
- 2008 – Leadership in the Jungle: Developing Leaders Sustainably; Newfield Network
- 2007 – Sustainable Leadership: From Reasons to Rules to Consciousness; European Association for Business Sustainable Development
- 2006 – Banking Fraud and Ethics: The Role of Culture; Accountancy Age
- 2005 – Body of a Leader: New Dimensions in Leadership Development; Management Today
- 2003 – From Managing to Leading: Making the Leap; Management Today
- 2002 – A Reader on Workplace Spirituality; Scranton Press
- 2001 – Spirituality and Business: Fluffy Fad or a New Future; Academy of Management
- 1998 – Business Innovation: The Leaders Role; PwC
- 1996 – Generally Accepted Risk Principles: A Guide to Financial Risk Management

KEYNOTE SPEECHES AND CONFERENCE CHAIRS:

- Annual Ethics Review 2016 (Chair): FIFA, LIBOR, and Volkswagen
- Annual Ethics Review 2015 (Chair): AI, Wells Fargo, Pharmaceutical Industry
- Kaiser Permanente: **New ideas in leading change**
- Google Annual Organization Development Conference: **What is Wrong in Learning and Development**
- Microsoft Eminent Author Program: **Changing Behaviors in the 21st Century**
- Institute for Enterprise Ethics, University of Denver: **Understanding the FIFA, VW, and LIBOR Scandals**
- Rocky Mountain Strategy and HR Group: **Creating Agile Enterprises Through Agile People and Culture**
- Institute for Enterprise Ethics, University of Denver: **Cognitive Biases and Leadership**
- IBM Global Diversity Conference: **Religion at Work, a European View**
- International Leadership Association: **Developing the Whole Leader**
- European Sustainable Business, **Conference Chairman**
- Integral Europe Conference: **Integral Leadership**
- Institute of Directors: **Lessons in Leading Change**
- American Society for Training and Development: **Values-led Business, the CEO's Job**
- Chartered Institute of Personnel Development: **Culture Change, The Role of the CEO**

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- *London School of Economics: Developing 21st Century Leaders*

OTHER ACCOMPLISHMENTS:

Since 1983, a competitor in 'Mind Sports' (Bridge, Poker, Chess), with state, national, and international trophies in each one.

- *World Series of Poker 2017, Monster Stack, 14th/ 7892*
- *Chicago Poker Classic, Inaugural event, First place 2012*
- *Chicago Poker Classic Main Event – Runner up 2011*
- *Three times UK national champion in Contract Bridge – 1995 through 2006*
- *Fifth place European Bridge Championship - 2007*
- *Runner-up World Backgammon Championships 'B' flight – 1999*
- *State Champion Varsity Debate Team 1976*
- *State Champion Varsity Math Team 1975, 1976*

REFERENCES:

DAVID BENNETT, FORMER CEO, ALLIANCE & LEICESTER BANK
DJBENNETT81@HOTMAIL.COM

GUY WARRINGTON, FORMER CEO, KPMG CORPORATE FINANCE
GUY.WARRINGTON@KPMG.CO.UK

DAN SWEENEY, DANIELS COLLEGE OF BUSINESS, UNIVERSITY OF DENVER,
DAN.SWEENEY@DU.EDU

BIOGRAPHICAL AND CONTACT INFORMATION:

Children: Conor, 12; Luca, 6
Birthdate: October 8, 1960
Nationality: Canadian/ British, Permanent US Immigrant

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