

**MYCELIUM**  
CONNECTED HUMAN IMPACT

**BUILDING RESILIENCE TO CREATE  
A HIGH PERFORMANCE CULTURE**

*With* **Ronan Harrington**



“

RONAN IS A WORLD-CLASS  
RESILIENCE TEACHER.

HIS ABILITY TO CONNECT  
LEADERS WITH THEMSELVES  
AND EACH OTHER IS RARE

John Waterfield  
Head of Strategic Relationships  
KPMG

”

HI, I'M RONAN.

I TEACH ON THE KPMG EXECUTIVE LEADERSHIP PROGRAMME AND WORK WITH WORLD LEADING COMPANIES TO CREATE RESILIENT, HIGH PERFORMANCE TEAMS.

I BRING AN INNOVATIVE APPROACH THAT BUILDS THE SKILLS CRITICAL TO COMPETING IN AN AGE OF DISRUPTION.

MY APPROACH BOOSTS PERFORMANCE AND WELLBEING. THE NEW WIN-WIN. I ANSWER THE QUESTION: HOW DO YOU ASK PEOPLE TO STEP UP WHEN THEY ARE EXHAUSTED AND DISENGAGED?

I'M A CELEBRATED KEYNOTE SPEAKER AND FACILITATOR; A LINKEDIN TOP VOICE ON PUBLIC SPEAKING; VOTED THE TOP 5 BEST LIVE SPEAKERS AND BEST STORY TELLERS AT THE 2023 SPEAKER AWARDS.

FOR VIDEOS OF ME, VISIT MY WEBSITE. THIS DECK OUTLINES MY MOST POPULAR KEYNOTES AND WORKSHOPS. THEY ARE DESIGNED TO MAKE IN HOUSE WEBINARS, AWAY DAYS AND LEADERSHIP TRAININGS IMPACTFUL.

IT'S THE REASON INDUSTRY LEADERS TRUST ME TO WORK WITH THEIR PEOPLE.

**Deloitte.**



**L'ORÉAL®**

# AWAY DAYS AND WEBINARS NEEDS TO BE A GAME CHANGER

77% OF  
EMPLOYEES ARE  
DISENGAGED

80% OF EMPLOYEES  
ARE EXPERIENCING  
BURNOUT

60% LACK THE SKILLS  
TO ADAPT TO AI.

*Source: Gallup State of Global Workforce Report 2023*

## STEP 2: SELECT THE MOST EXCITING FORMATS

**Keynote: From burnout to resilience (Page 07)**

**Masterclass: Leading resilient, high performing teams (Page 10)**

**Masterclass: The human skills needed to adapt to AI (Page 13)**

**Leadership Talk Show: Hard won wisdom from the Inside (Page 14)**

**The Conversation Cafe: Building deeper bonds of friendship (Page 15)**

**Courageous conversation: psychological safety (Page 17)**

**Workshop: How to have difficult conversations (Page 28)**

**Impactful entertainment: Failure Fest (Page 29)**

**Embedding sustainable high performance (Page 30)**

# Keynote: From Burnout to Resilience

This 60 min keynote reveals the secrets to becoming a high performer with a low risk of burnout.

Audiences are introduced to a new way of working, grounded in the cutting edge science of resilience, with practical tools that individuals and teams can use to achieve sustainable high performance.

It's through the stories of others that we come to a deeper understanding of ourselves. My jaw dropping story is a cautionary tale about the pressures of senior leadership and the lasting consequences when we get it wrong.

With real vulnerability, I share how I went from the corridors of power to being diagnosed with a lifetime chronic pain condition. My story of burnout inspires a deeper commitment to change the way we work.

**02** Moving from burnout to resilience

# HOW WE MISTAKE ENDURANCE FOR RESILIENCE



“

OUR LEADERSHIP TEAM ARE STILL TALKING ABOUT IT AND IT HAS PROMPTED A VERY HEALTHY AND OPEN DISCUSSION ABOUT HOW WE BUILD RESILIENCE FOR OURSELVES AND OUR PEOPLE.

THANK YOU RONAN – YOU WERE BRILLIANT.

**SCOTT WHEATLEY - HEAD OF FINANCIAL CONSULTING, DELOITTE**

”

# MANAGERS ARE THE LYNCHPIN

*“People are 67% less likely to burn out  
with a manager who listens”*

80% OF  
MANAGERS ARE  
“ACCIDENTAL”  
WITH NO FORMAL  
TRAINING

70% OF  
ENGAGEMENT IS  
ATTRIBUTABLE TO  
MANAGEMENT

*Source: UK Chartered Management Institute;  
Gallup State of Global Workforce Report 2023*

# Masterclass: Leading resilient high performing teams

In 60-90 mins, I teach execs and managers the tools that shift them from overwhelmed task coordinators to composed performance conductors and caring people Leaders

My keynote is packed with tools to build surplus time to give your team the emotional support and autonomy they need to operate at their best.

Leaders are shown the mindsets required to transition their team from basic psychological safety to psychological freedom. Equipped with the best collaborative tools, they learn how to make difficult conversations a daily habit, shift from blame to responsibility, and create a culture of masterful appreciation.

The result is a high performance team where people feel energised to do the best work of their lives.



# Masterclass: The human skills needed to adapt to AI

Leveraging my expertise as a former futurist to the British Foreign Office, I equip managers and execs with the frameworks and tools they need to shift their organisation to an AI First Culture.

Learning themes:

- Beyond prompt engineering: The AI power skills that reap hidden productivity benefits
- AI disruptions on a 1, 3 and 5 year time horizon and what it means for your business
- The skills and competency gaps most critical to prioritise in talent development and external recruitment
- How leading companies use storytelling to accelerate AI adoption behaviours
- How to create agile learning environments where leaders engage in “quiet mentoring” and employees stretch themselves every day.
- Proven innovation processes for path finding new business models, customer offerings and process improvements made possible by AI

# LEADERSHIP TALK SHOW: HARD WON WISDOM, FROM THE INSIDE

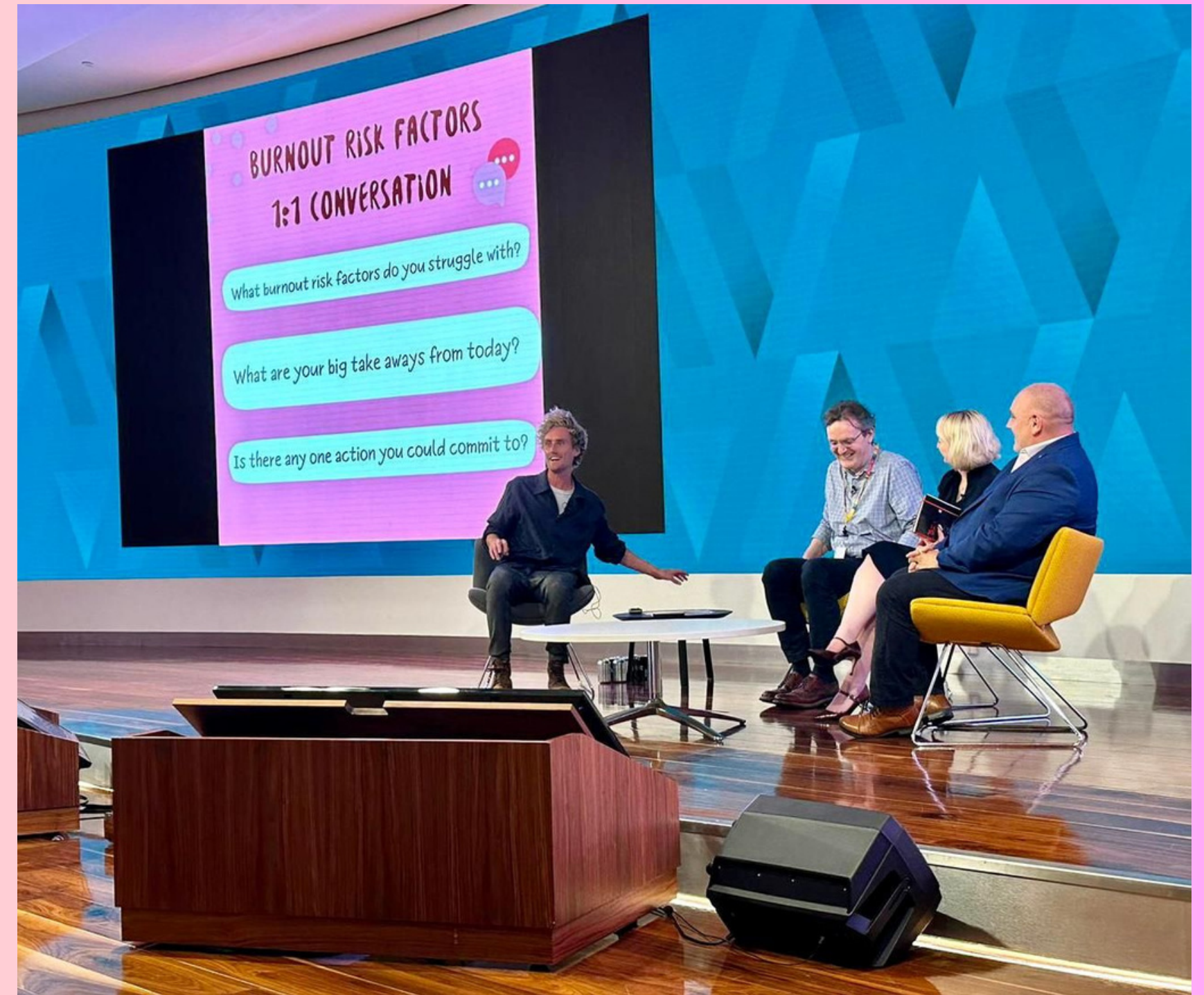
I love to host Leadership Talk Shows ('where Graham Norton meets Brené Brown!') with senior leaders.

I'm a big believer that we learn most when our senior leaders are vulnerable and open about their experience, particularly their lessons from challenging times rising through the ranks.

It is a privilege to hear their personal stories of when they started to doubt themselves, and how they regained perspective, and found deeper levels of confidence and resolve.

This permission to be human is priceless.

Here are LinkedIn Posts of my Talk Shows For [Aviva](#) and [Deloitte](#).



# THE CONVERSATION CAFE

This format is designed to rapidly deepen bonds amongst a global, hybrid employee group which has not had a lot of 1:1 time with each other.

Each participant is given a menu of questions and will get five 1:1 conversations where they skip the small talk and get to know each other on a deeper level. It's a hugely enjoyable format that leaves executives feeling more connected to each other.

I have a particularly special way of facilitating this so it's a hugely enjoyable surprise who you actually meet!

*“Having a best friend at work is the number 1 predictor of engagement” - Gallup*



## CONVERSATION MENU

These questions allow us to skip the small talk and get to know each other on a deeper level. The higher the chili, the spicier the question! Choose the level of spice you are comfortable with, and your conversation partner will choose a question from the corresponding level of the menu. Take it in turns to ask each other questions.

1. Where do you feel most at home?



2. Who or what has influenced you to do what you are now doing?

3. Which family member do you regularly learn from?

1. Describe a major turning point in your life



2. What aspect of yourself are you working on to become a better leader?



3. What have you found most difficult about the transition moment we are currently in?



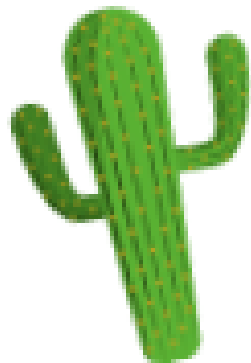
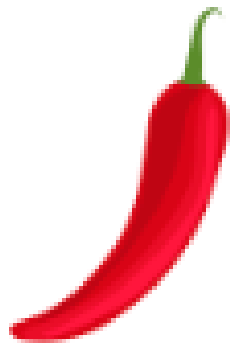
1. Who do you wish you could reconnect with?



2. What work issue is keeping you awake at night?



3. If we worked together, what challenging aspect would I discover about you?





# COURAGEOUS CONVERSATION: PRACTICING PSYCHOLOGICAL SAFETY



# COURAGEOUS CONVERSATION

This is a powerful social format that allows any team to shift from psychological safety to psychological freedom. Our goal is to surface the uncomfortable truth that hinders effective strategy making.

It's a response to the reality that most of the time we are withholding from one another, even though we often think and feel the same thing. We need skilfully surface the truth so strategy making is in touch with reality.

It's hard to find the courage to speak truth to power, especially as you rise in the hierarchy. Better to stay quiet! We want to encourage a new culture of transparency, and I have found an intelligent format to do so.

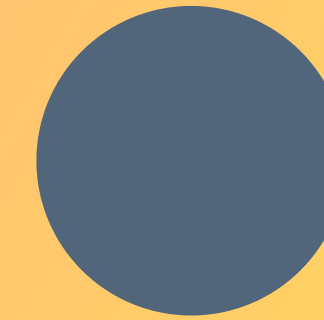
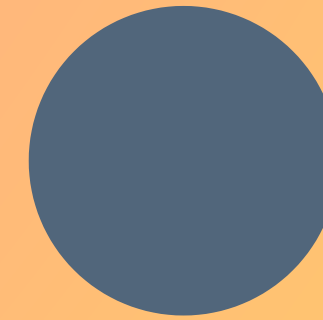
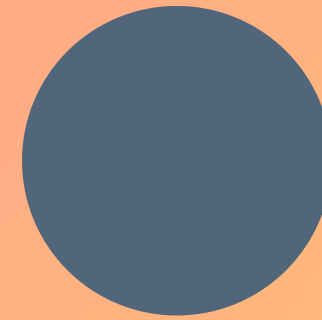
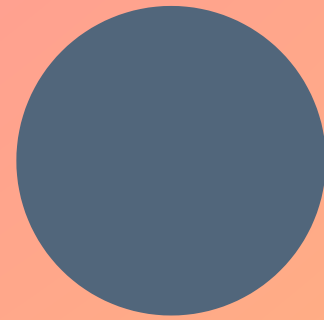
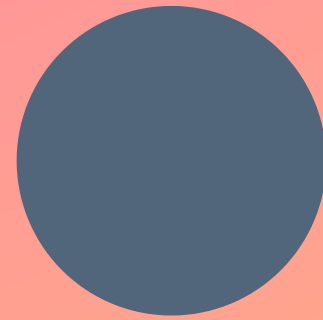
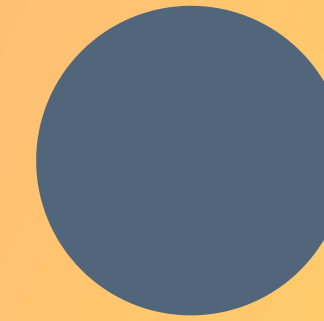
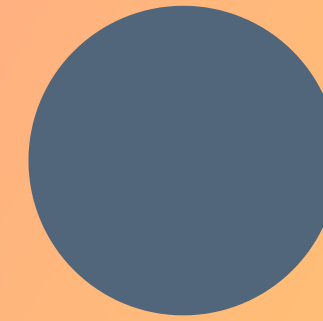
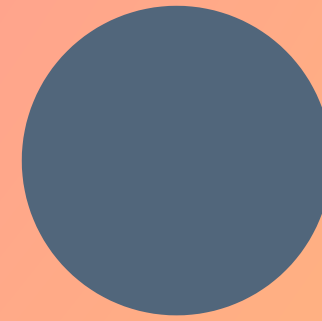
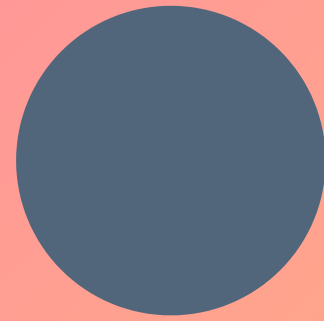
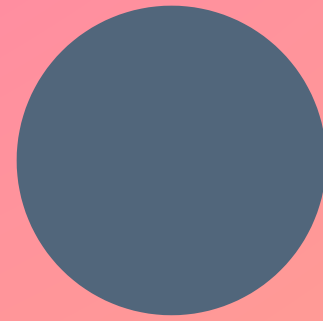
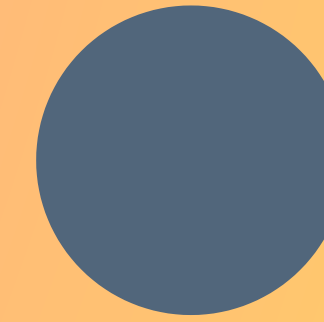
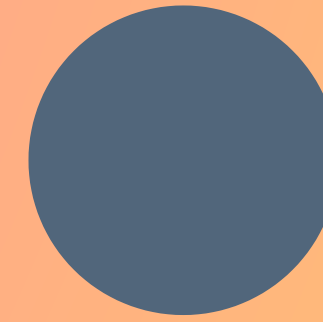
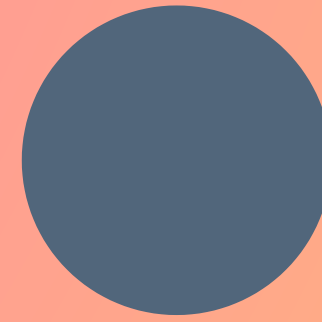
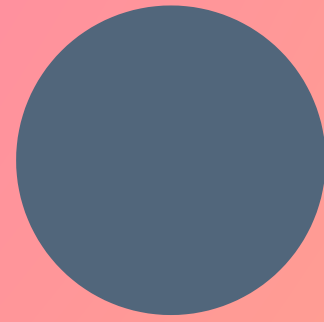
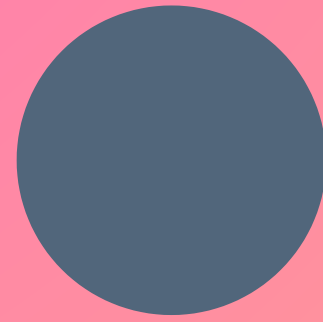
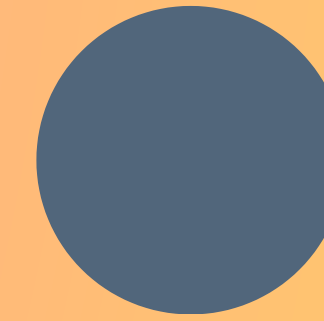
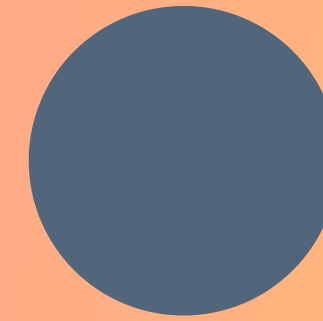
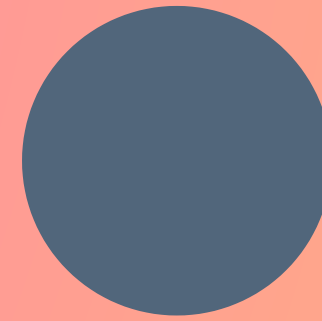
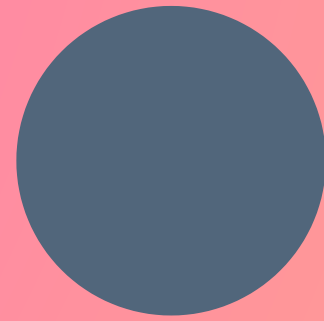
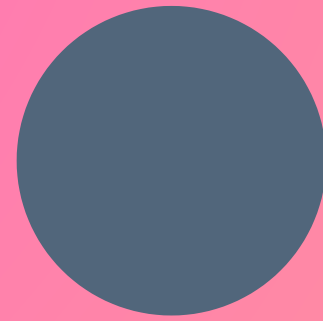
It's based on the idea that psychological safety is inversely correlated with scale. The smaller the scale, the more permission we feel to be real. We start there and gradually grow the size of the group until the entire team is having a conversation that feels liberating. See follow on slides for the progression.

Throughout this process, I will be teaching key leadership skills to enable psychological safety. We will collectively notice when we're feeling closed down, or getting defensive and reactive, and consciously choose to take responsibility for the very thing we are critiquing.

This type of immersive experience of being real with each other, combined with leadership development, is a fantastic way of crossing a cultural treshold together. The session closes with a practical meeting tool to maintain this new culture together.

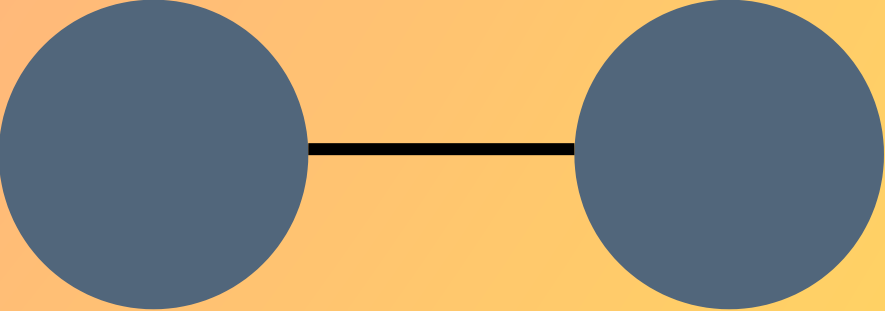
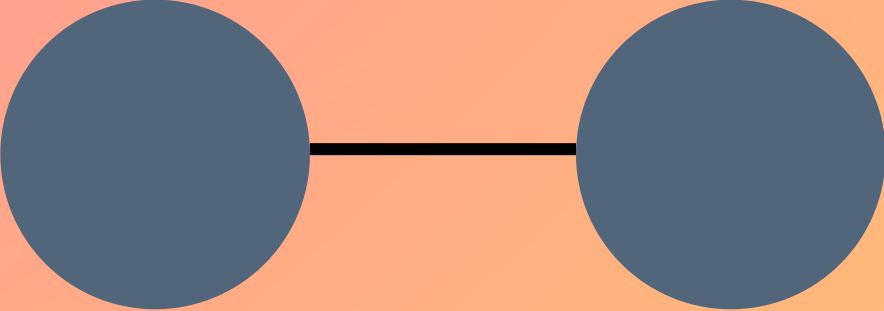
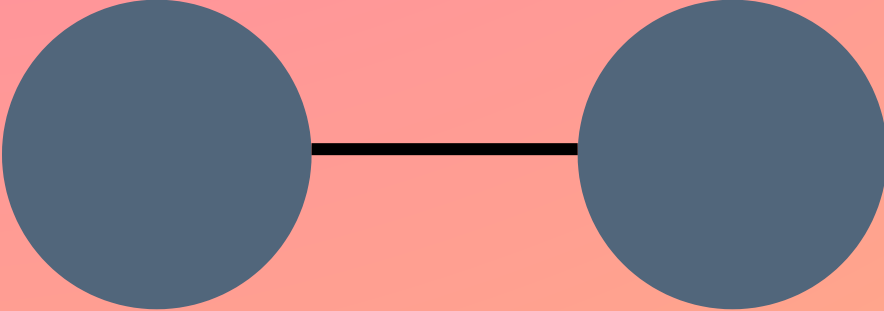
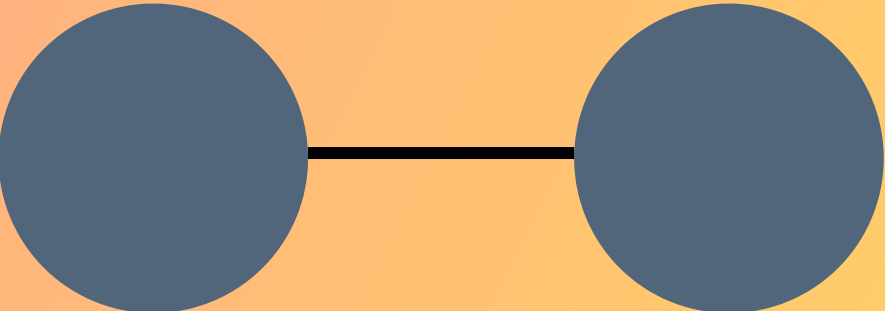
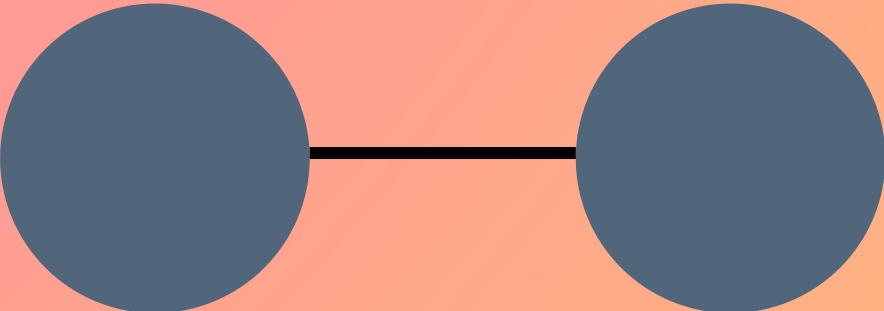
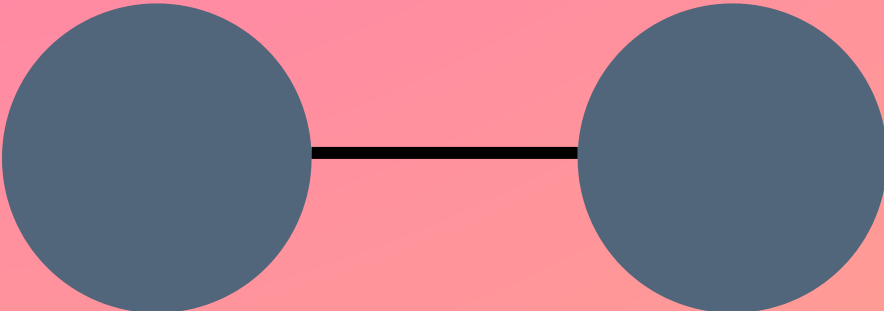
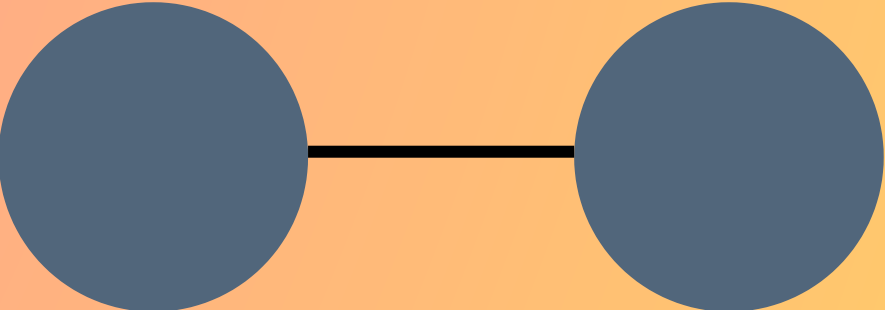
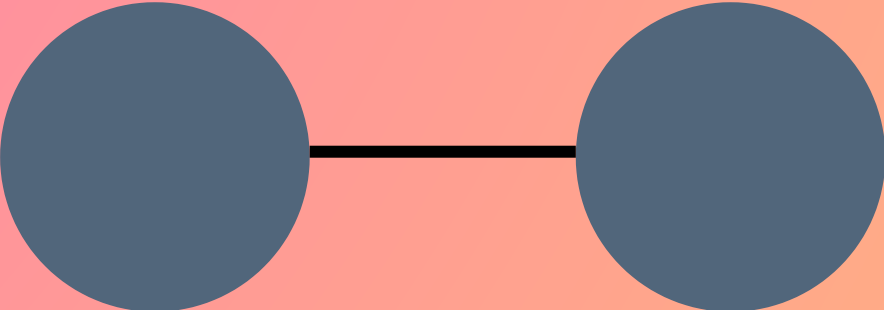
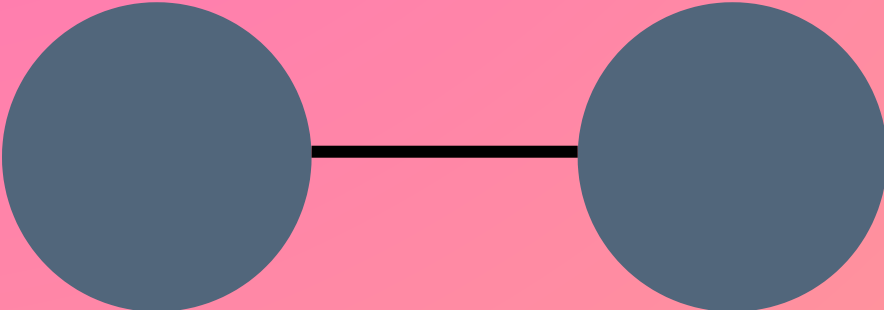
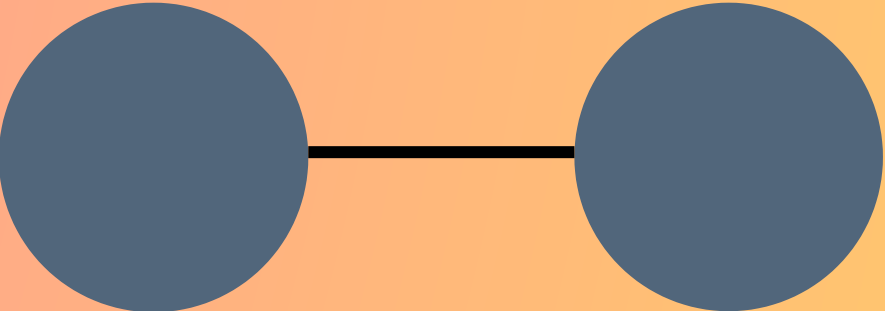
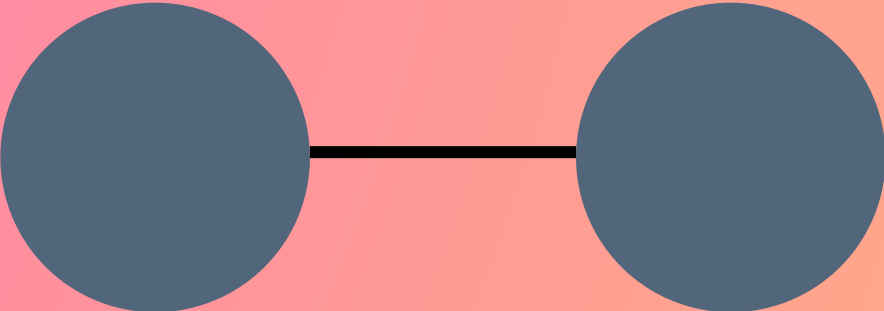
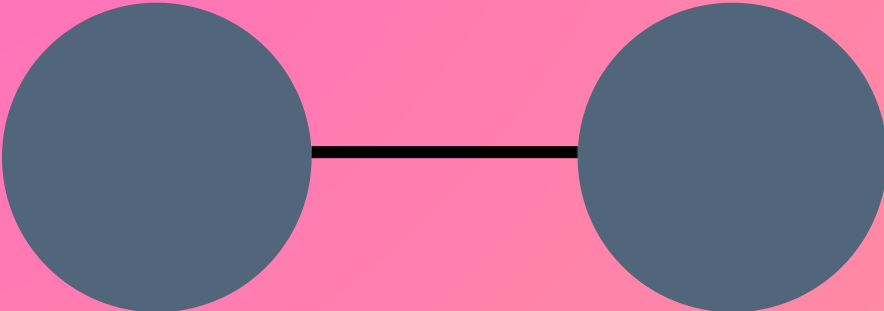
## STEP 1

Each leader journals solo about what they are withholding, kept completely private. They get to acknowledge to themselves what they are frustrated by, which is very liberating.



# STEP 2

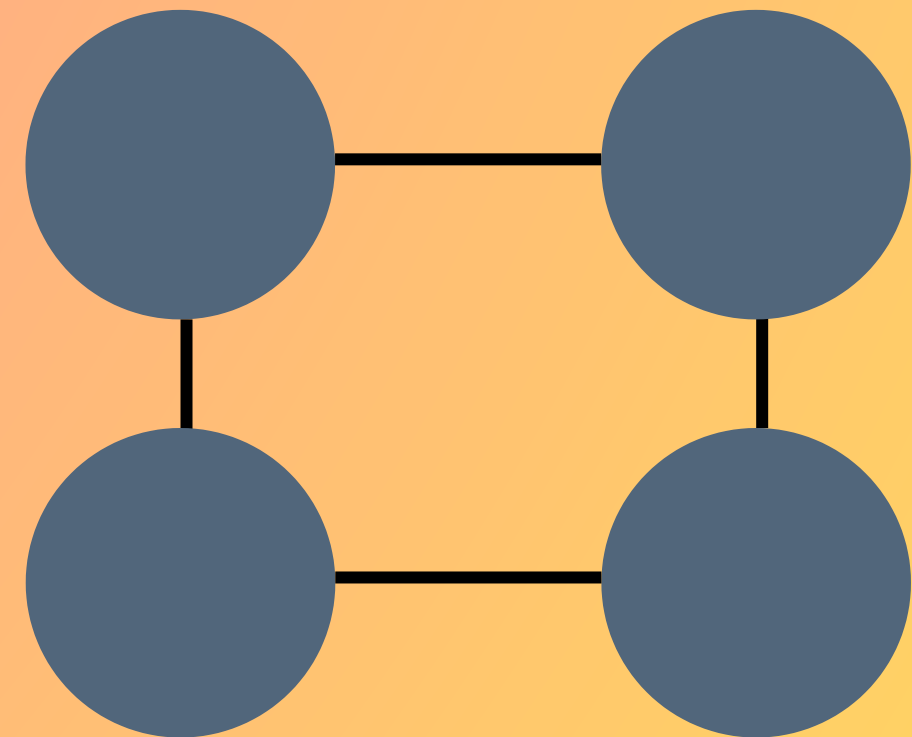
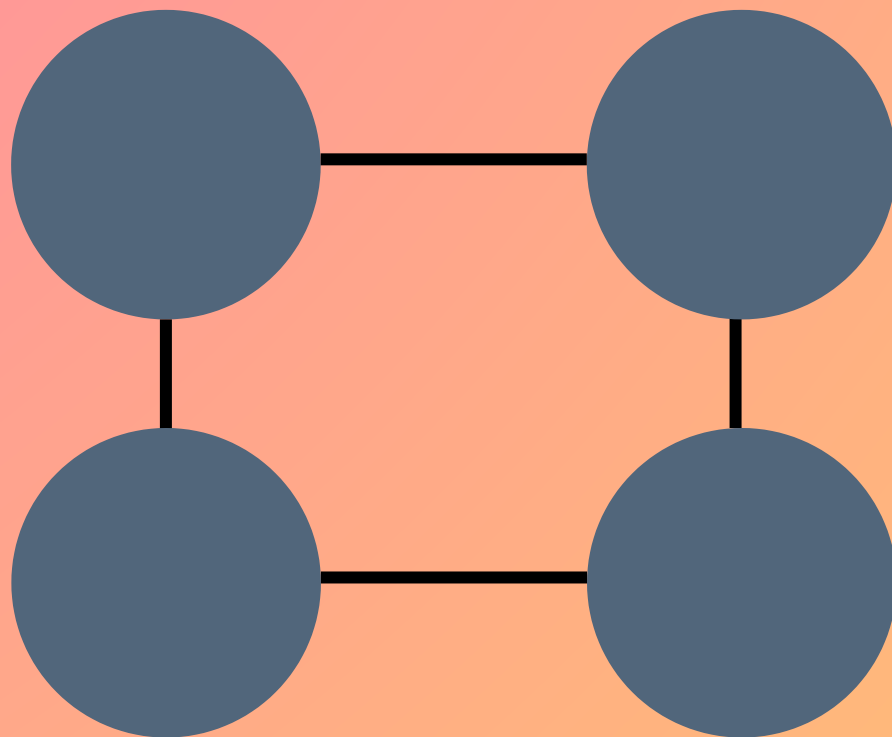
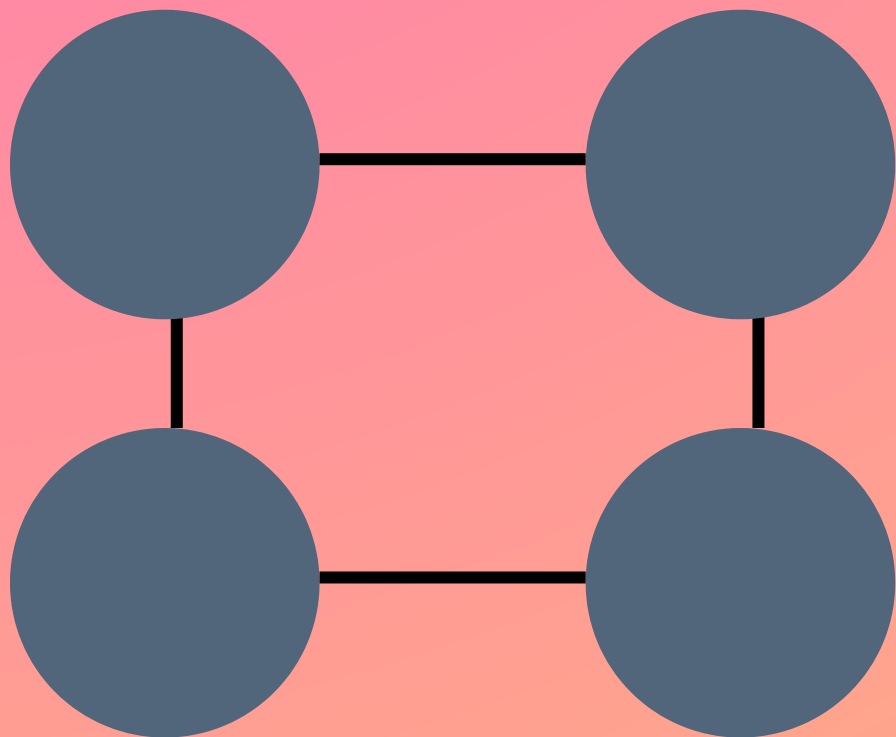
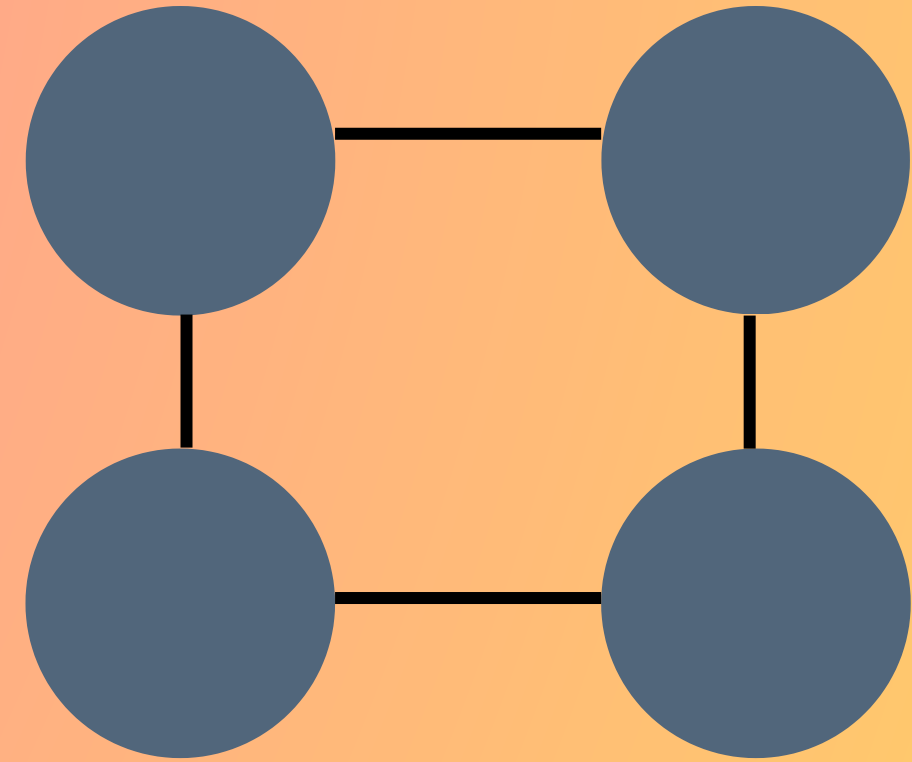
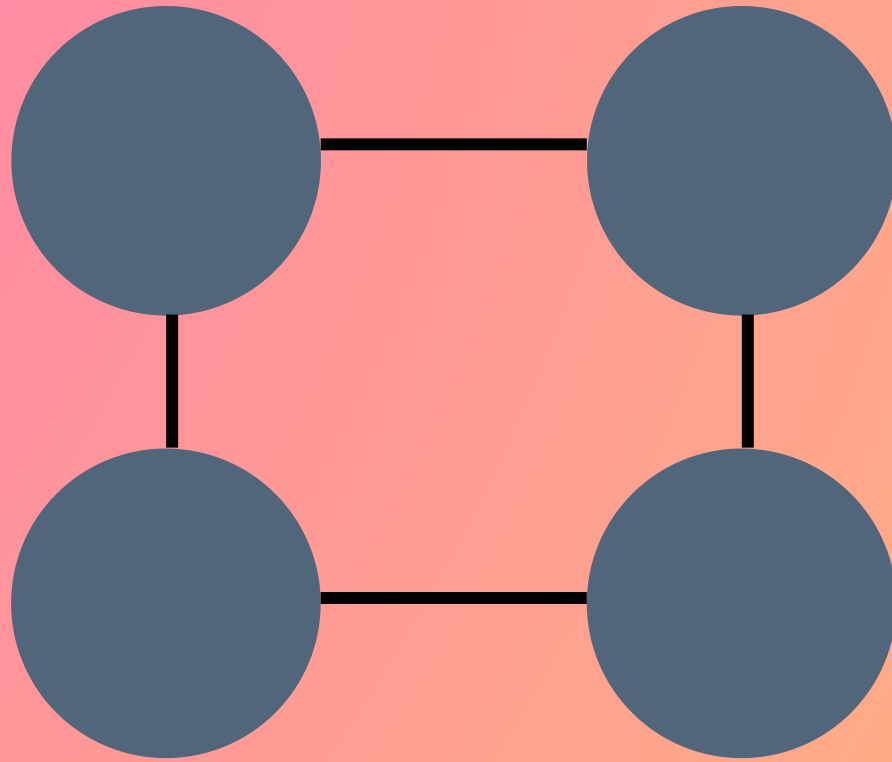
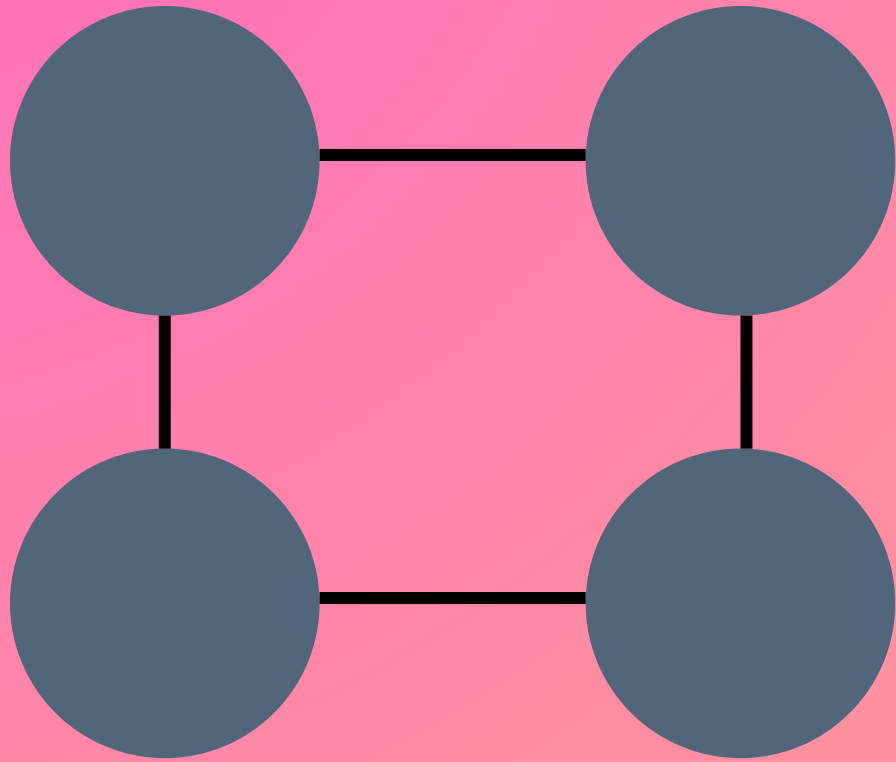
Pairs form to share what they feel comfortable sharing from their solo journalling.  
There is a powerful feeling of someone else relating to what we are withholding.





### STEP 3

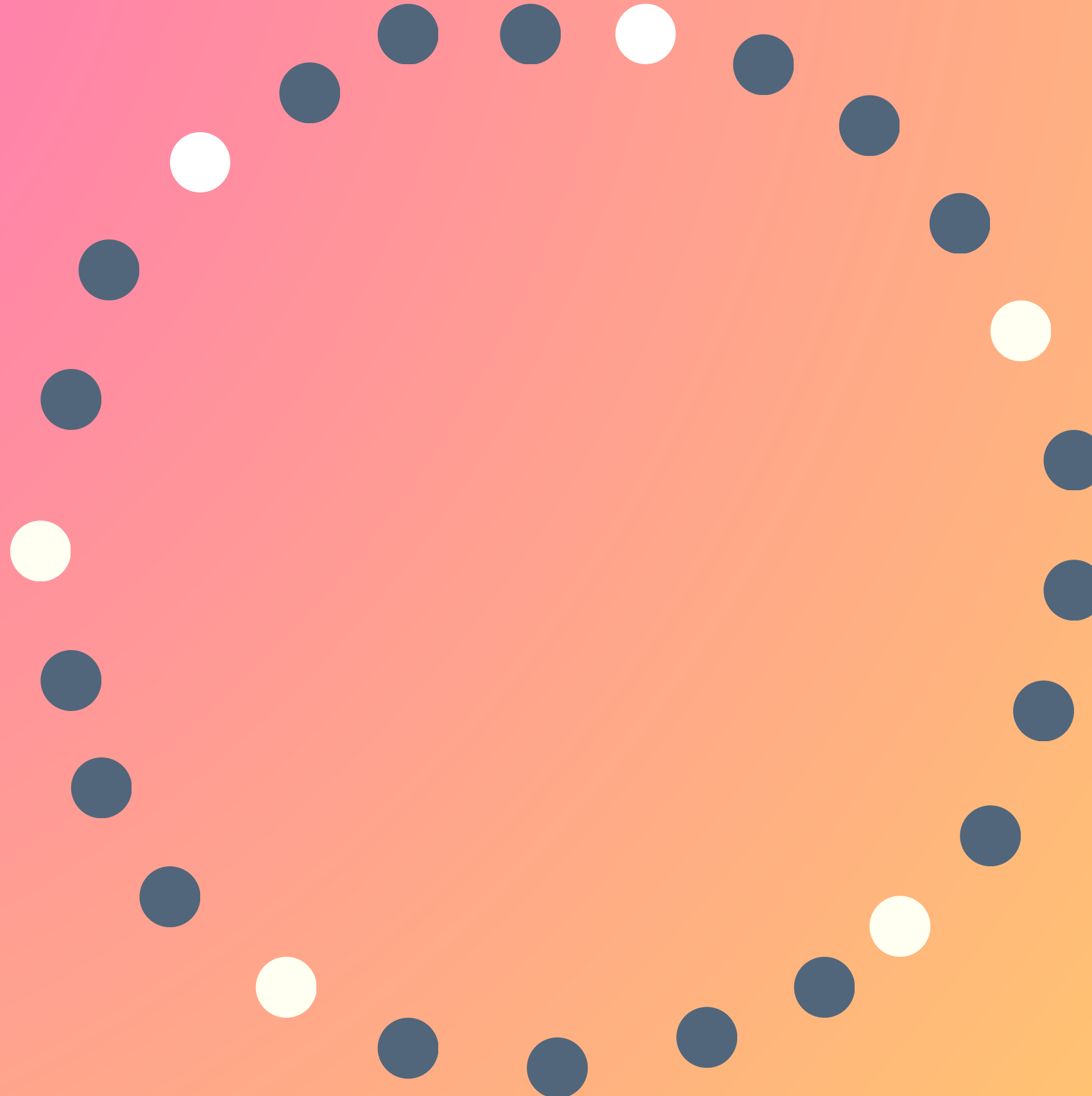
Groups move to crews of 4. They share what has emerged from their pair conversation, building the muscle of courageous sharing. I will invite attention to where they might be closing down in a larger group size.





## STEP 4

In a plenary, a representative from each crew will share the most salient themes to the whole team. This without it being attributed back to any one person. A vital strategic conversation emerges.









“

CREATING A FEARLESS ORGANISATIONAL  
CULTURE IS THE KEY TO SUCCESS BUT THE STEPS  
REQUIRED TO GET THERE REQUIRE FACILITATION  
FROM SOMEONE AS GIFTED AS RONAN

**Robert Belgrave**  
**Chief Operating Officer**  
**Pax8**

”

# Workshop: How to have difficult conversations

In 60-120 mins, I take executives and managers through a learning experience that make difficult conversations straightforward and rewarding.

- The three hidden reasons you will avoid a difficult conversation
- The SBI and STAR models for effective daily feedback
- Role modelling feedback using the most common feedback scenarios in your workplace
- Two rounds of practice In triads with an appropriate example from outside of work
- Habitualising feedback: 'The difficult conversation to do list.'
- Balancing feedback with masterful appreciation
- Conflict as a gift: How to make difficult conversations a catalyst for mutual growth and relationship building

# Failure Fest

It's party time! Often the evening entertainment is fun but not impactful. We're missing an opportunity to see more of each other and deepen relationships.

Employees take the stage, sharing a story of failure, a story, poem, song, dance or comedy routine. You will be surprised at their hidden gifts! I keep the good vibes flowing as your entertaining cabaret host.

At the surface level, it's some light evening entertainment, but it again serves a deeper purpose: People feel seen, and are celebrated by their peers. That deepening of belonging, the feeling of camaraderie, is the cornerstone of truly great companies.

I am an experienced cabaret host, and make for an entertaining MC on the night.



# The Four Ms: how leading companies embed sustainable performance behaviours

A new model of sustainable performance is emerging that is a win-win for productivity and wellbeing. It creates space through workplace design and cultural norms for deep focus and renewal.

But there is a major obstacle: How do you get leaders to role model new ways of working so they become the new norm for the whole organisation?

They have to let go of old ways of working that have led to their career success.

I draw on the research of Nick Petri, to share a new method used by leading companies such as Dropbox and Netflix to overcome old, engrained ways of working.

I partner with organisations to implement the 4M's framework: Mindsets, Mechanisms, Modelling and Motivation. We will implement a method that allows them to define, embed and scale any desired leadership behaviour, from sustainable working practices to psychological safety and a culture of feedback.

See [LinkedIn post](#) for a full description of the method.

**MYCELIUM**  
CONNECTED HUMAN IMPACT



**BUILDING RESILIENCE TO CREATE  
A HIGH PERFORMANCE CULTURE**

*With* **Ronan Harrington**