Dr. Michelle Gibbings Speaker Brochure

Michelle Gibbings | The Workplace Expert

Pragmatic Wisdom · Intentional Impact

Evidence-based · Relevant · Actionable

Leaders operate in a world where complexity is constant, influence is everything, and the quality of your decisions shapes your outcomes. Dr Michelle Gibbings helps you navigate all three.

A globally recognised workplace expert, keynote speaker and award-winning author, Michelle draws on more than 30 years of executive and advisory experience to deliver sharp insight, practical frameworks and stories that resonate across industries and leadership levels.

Her keynote presentations and workshops are grounded in the latest thinking on leadership, behavioural science, decision-making, and organisational performance, and are always anchored in the realities of work.

Whether you are planning a leadership forum, client event or major conference, Michelle tailors each session to your audience, your context and the outcomes you want to achieve.

www.michellegibbings.com

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What Your Audience Will Take Away

Michelle brings more than 30 years of executive and advisory experience to every session, combining evidence-based insight with practical strategies people can apply immediately.

Her presentations are grounded in real workplace challenges and designed to shift thinking, strengthen judgement, and spark purposeful action.

Your delegates will leave with:

- Sharper insight into the forces reshaping today's workplace
- Actionable strategies they can put to work
- Clear frameworks to elevate thinking, decision-making and follow-through
- A wider lens on leadership, influence and change
- Greater clarity on the moves that matter next

Michelle has spoken globally in settings ranging from intimate leadership forums and client events to major conferences across sectors. Whether the audience is small or large, she tailors her content and delivery so it resonates with the room and supports your event's objectives.

Explore the focus areas on the following pages, or get in touch to discuss a tailored keynote or workshop for your audience.

Sheree Vertigan AM, Executive Secretary, International Confederation of Principals and Alta van Heerden, President, International Confederation of Principals

"Michelle was a keynote speaker at the International Confederation of Principals Conference in Shanghai. Her speech – 'Finding your leadership edge' – set the right tone, message and energy for the audience, and we received tremendous feedback on her presentation from the international delegates. Michelle engaged exceptionally well and her attendance at other events that were part of the conference schedule was an added bonus. The delegates really valued her spending time with them in social settings. The delegates appreciated her content and style, but also her genuine interest in them.

Comments such as how amazing, friendly, clever, and down to earth she is were made. If you are looking for a speaker who engages, challenges and inspires delegates, is committed to delivering an excellent outcome and customises her work to your delegates, then I would highly recommend her."

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Michelle's Speaking Topics

Influence With Integrity: Elevate Your Impact at Every Level

The impact shift: Build credibility that travels, mobilise stakeholders, and move decisions forward without the political tax.

Best for: Senior leaders, high-potential leaders, project and transformation leaders, technical experts stepping into broader influence, and teams working across complex stakeholder systems.

In complex organisations, strong work is rarely enough on its own. Progress depends on your ability to build trust, create clarity, and shape decisions across competing priorities and stakeholder agendas. This keynote helps people influence with insight, integrity and influence — so they can move work forward without relying on politics or positional power.

What participants will uncover:

- The Influence Eight: the crucial behaviours that create trust, alignment and traction in complex organisations.
- How to build influence from the inside out: credibility, presence, strategic intent and impact.
- Strategies to work with resistance and competing agendas without losing momentum or values.
- The stakeholder moments that matter most, and how to show up with calm authority and clarity.

Thriving Through Uncertainty: Stay Steady, Think Clearly, Execute Well

The impact shift: Stay steady, think clearly, and execute well when the environment keeps shifting.

Best for: Organisations navigating disruption, ambiguity, major change, restructures, rapid growth, and increased stakeholder expectations.

Change is no longer an event. It is the environment. Under pressure, capable people narrow their thinking, over-control, avoid conflict, or default to speed over quality, then wonder why progress stalls.

This keynote helps people stay clear-headed and effective when uncertainty is high, pressure is real, and the path forward is not obvious. It equips leaders with practical ways to regulate their response, widen their thinking, and make wise, powerful decisions without burning out.

What participants will uncover:

- The "survival shortcuts" that shrink thinking, and how to reset fast.
- How to use emotion as data without letting emotion drive the outcome.
- The Uncertainty Advantage Framework: a repeatable method for wise choices when information is incomplete, and the stakes are high.
- Habits that protect energy and restore clarity, so adaptability becomes sustainable.

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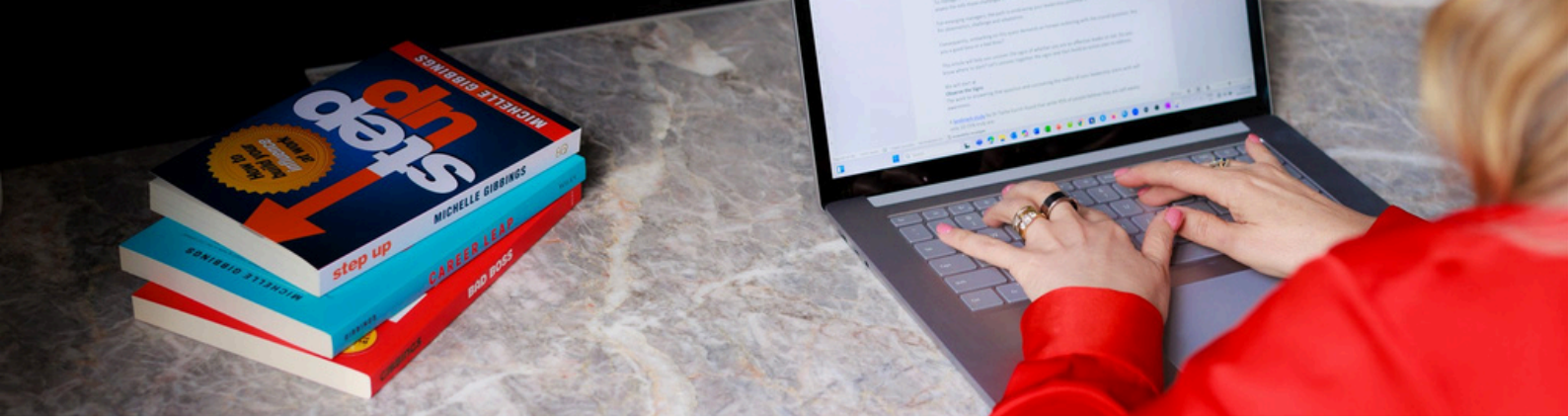

The Leadership Edge: Calm Authority in Complexity

The impact shift: Lead with clarity, courage and follow-through, even when expectations are high, and the system is under strain.

Best for: Leaders at every level who need to lift accountability, strengthen trust, and build leadership capacity across teams.

The leadership myths that worked in predictable times fail in complex ones. Today's leaders are expected to deliver results, steady their teams, navigate change, and maintain trust, often all at once.

This keynote helps leaders strengthen the behaviours that matter most in complex environments: reading the moment well, setting clear direction, holding standards, and leading with calm authority under pressure. Because leadership that matters is not about having all the answers — it's about showing up with clarity, courage and follow-through when the system is under strain.

What participants will uncover:

- How to read context and adapt leadership style without losing integrity or direction.
- The behaviours that sustain momentum, especially in complex and high-pressure environments.
- How to create "high care, high standards" teams where accountability and humanity coexist.
- The Calm Authority Playbook – building the leader and team's adaptability.

Wise Choices, Lasting Impact: Stronger Decisions When The Stakes Are High

The impact shift: Improve decision quality, reduce rework, and increase follow-through when trade-offs are real and stakes are high.

Best for: Executive teams, senior leaders, Boards, and teams making complex decisions under time pressure and competing priorities.

In many organisations, speed is rewarded, certainty is performative, and poor decisions get disguised as alignment. That is how smart teams walk into predictable traps: premature agreement, hidden assumptions, and decisions that do not stick.

This keynote strengthens decision discipline so leaders can test assumptions, improve judgement, and make powerful and wise choices that hold up over time.

What participants will uncover:

- How bias shows up in senior rooms, and what to do about it in real time.
- The traps that derail decisions: premature consensus, untested assumptions, and silent power.
- A simple Decision Discipline test leaders can use before committing resources.
- How to translate decisions into execution, so the organisation does not "agree and forget".

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Say What Needs Saying: Courageous Conversations That Shift Outcomes

The impact shift: Address issues early, build trust, and turn tension into forward motion.

Best for: Leaders and teams who want stronger accountability, better feedback, healthier conflict, and faster resolution of issues.

Avoided conversations create drag. They slow decisions, weaken trust, and allow performance issues, resentment and ambiguity to build.

This keynote gives leaders a practical approach to addressing issues early, speaking clearly, and turning tension into progress. Because the conversations you are avoiding today are shaping the culture you will inherit tomorrow. It is time to step ahead, step up — and say what needs saying.

What participants will uncover:

- Why difficult conversations derail, and the quick resets that keep them constructive.
- The Courageous Conversations Reset – the approach that elevates conversations from conflict to constructive outcomes.
- Language patterns for high-stakes moments (feedback, boundaries, performance and conflict).
- How to convert tension into forward motion without blame, avoidance or aggression.

Negotiate Wisely: The Three Moves That Improve Every Negotiation

The impact shift: From reactive, uneasy negotiation to deliberate conversations grounded in readiness, relationships and resolve.

Best for: Leaders, project leads, professional services teams, procurement and sales professionals, and anyone negotiating priorities, resources, scope, timelines, budgets or stakeholder expectations.

Negotiation is not confined to formal deals. It happens every day in conversations about workload, scope, timelines, resources, fees, priorities and boundaries. Yet too often, people enter those moments underprepared, too eager to please, or unclear on when to hold firm.

This keynote equips participants to negotiate more effectively by strengthening three essential capabilities: readiness, relationships and resolve. They learn how to prepare properly before the conversation, read the interests and dynamics at play, and negotiate with clarity and composure when the pressure rises. The result is better outcomes, stronger working relationships, and fewer costly concessions — helping you shape the world around you, one conversation at a time.

What participants will uncover:

- The preparation that creates options and calm, rather than anxiety and concession.
- How to separate position, interest and constraint, and use each to create better outcomes.
- A practical three-lever model: readiness, relationships, and resolve, for negotiations that stay professional and productive.
- How to hold boundaries under pressure so the “yes” you get is workable and sustainable.

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Career Leap: Reinvent and Future-Proof Your Career

The impact shift: Take control of your direction, reputation, and opportunities in a shifting world of work.

Best for: High potentials, mid-career professionals, technical experts moving into leadership, and organisations focused on retention, leadership pipeline, and equipping talent to manage their careers strategically.

In a shifting world of work, waiting to be noticed is a fragile strategy.

This keynote helps people take a more deliberate approach to their career by strengthening their visibility, clarifying their value, and identifying the practical moves that position them for what comes next. Because the leaders who thrive are the ones who get ready for tomorrow, today.

What participants will uncover:

- The invisible habits that keep careers overly safe, small, or stuck.
- The Career Leap map - How to reinvent before disruption forces it, and what to do in the next 90 days.
- Visibility that is credible, built through relationships, reputation and value (not noise).
- Practical moves that turn intention into momentum and signal readiness for bigger roles.

Reach out to Michelle

1. Define the objectives and outcomes you want to achieve from your session.
2. Choose from one of the topics listed or call us to discuss a tailored presentation for your audience.
3 Identify your desired date and location.
4. Phone Michelle's office on +61 3 8300 7357 or email support@michellegibbings.com to discuss how Michelle can inspire your audience to step up and into their brilliant future.

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Published Works

Career Leap: How to Reinvent and Liberate Your Career

You cannot future-proof your job — but you can future-proof your career. In a world of automation, AI and shifting work models, standing still is the riskiest move you can make.

Career Leap equips you with the clarity, courage and practical strategies to get ready for tomorrow, today.

Step Up: How to Build Your Influence at Work

Strong work alone does not create career momentum. In complex organisations, you need the ability to build trust, navigate stakeholders and influence at every level.

Step Up gives you the actionable frameworks to elevate your credibility, expand your impact and accelerate your progress.

Bad Boss: What to Do if You Work For One, Manage One or Are One

Every workplace relationship is a two-way dynamic, and this award-winning book challenges you to own your part in it.

Whether you are the employee, the boss or the leader of leaders, Bad Boss gives you practical strategies to shift the dynamic, strengthen your awareness and move forward productively.

Testimonials... In Their Words

“Michelle’s presentations were highly engaging, lively and informative, and she also adeptly answered questions from attendees as well. Michelle’s presentations were extremely well received and in feedback surveys conducted after each event, Michelle was rated as the top speaker by a number of attendees across the three events.”

Neil Woolrich
Director, Gartner International CFO & HR Directors Forum

“The quality of her presentation was excellent, and we received tremendous feedback from attendees. Comments such as ‘Michelle is wonderful, truthful and has great advice’, ‘What an awesome presenter - energy, enthusiasm and passion!’, ‘Great speaker’, and the ‘Quality of presentation was outstanding’. I would highly recommend her.”

Stephanie Campanale
Executive Producer HR Summit

“Michelle has a wealth of experience and very readily shares her insights and personal experience. She is able to connect with the audience intellectually and emotionally - leaving the audience feeling uplifted, but also with clear ideas on what they can do to progress their careers. We’ve received tremendous feedback from the events.”

Nick Pilavidis
Chief Executive Officer, Australian Institute of Credit Management

“Michelle Gibbings was brilliant. Michelle was able to craft a message for our audience that combined her body of expertise with their direct needs. By combining humour, examples, and an informal but highly focused presentation, Michelle demonstrated a knowledge of ‘decision making for the future’. True learning took place. The audience left feeling excited and motivated with some very useful takeaways.”

Rob Clarke
LearnX Foundation

"Michelle delivered an exceptional 'Wise Choices - Lasting Impact' session for our portfolio, shifting the way our leaders and broader teams think about decision making. The content was sharp, evidence-based, and highly relevant to our context. The format blended input, reflection and interaction in a way that kept the room energised and fully engaged. Our teams left with practical tools and fresh perspectives.

The feedback has been overwhelmingly positive, and I would highly recommend Michelle to any organisation wanting to elevate the quality and impact of leadership decision-making"

Dr Candice Menidis, Senior Director, Office of the Deputy Vice Chancellor (Education), Monash University

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Dr Michelle Gibbings is a powerhouse of insight, energy and expertise.

She is a globally recognised workplace expert, trusted advisor, and the award-winning author of three acclaimed books.

With more than 30 years' experience, including in senior executive roles, Michelle understands the complexities of leadership and the realities of organisational life.

She helps leaders, teams and organisations elevate their strategic influence, navigate change with confidence, and make wise, impactful decisions that drive meaningful progress.

Michelle speaks on global stages, contributes regularly to national and international media, and works with some of the world's leading organisations.

She's insightful, practical and always inspiring, and she will help you, your leaders and delegates step ahead, step up and leap into a brilliant future.

Contact: support@michellegibbings.com

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