



Bob Gower

Speaker Brief

**RADICAL ALIGNMENT:
THE ART & SCIENCE OF TEAMWORK.**

**BECAUSE GROWTH & RESILIENCE
REQUIRE GREAT TEAMS.**



Bob is well-versed in the latest cutting-edge approaches to organizational development.

He's incredibly high IQ and high EQ.
That is very, very rare.

— *Lisa Lewin, CEO General Assembly* —

Bob Gower

MBA

Bob Gower is Principal for Organizational Effectiveness at changeforce.ai and one of the world's most sought-after experts on high-performing teams.

A leading voice on agile software development, lean theory, and responsive organization design, he has authored two books, and advised leaders at many globally recognized companies.

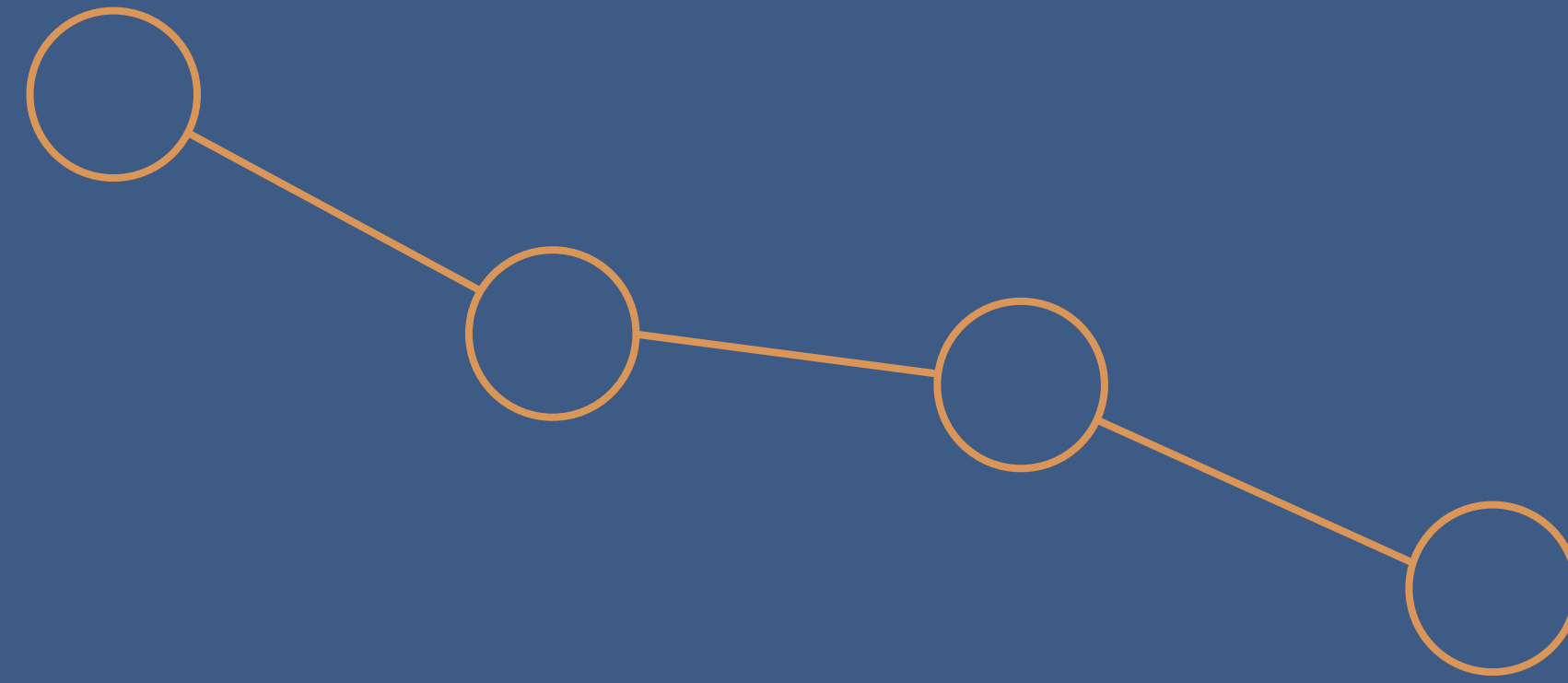
Bob holds a Master's Degree in Sustainable Management and frequently keynotes conferences and lectures at educational institutions (on four continents and counting) on what it takes to build great teams and organizations.

ACHIEVEMENTS & ACCOLADES

- ✦ **Columnist: Inc. Magazine and Huffington Post.**
- ✦ **Author: Agile Business and Radical Alignment**
- ✦ **Advisor to senior executives at Wikimedia, GE, Salesforce, Spotify, and many more.**
- ✦ **Award-winning publication design director.**
- ✦ **Veteran Silicon Valley product manager and executive.**

 [Play Highlight Reel](#)





Employee disengagement costs **\$8.8 trillion annually** in lost productivity.



That's 9% of global GDP!

Engaged Teams: the ultimate competitive advantage.



People quit their team or boss, not their company.

Teams are the key to retention.



In the information economy, all work is collaborative.

Teams are the key to productivity.



When teams are stressed, many crack under the pressure.

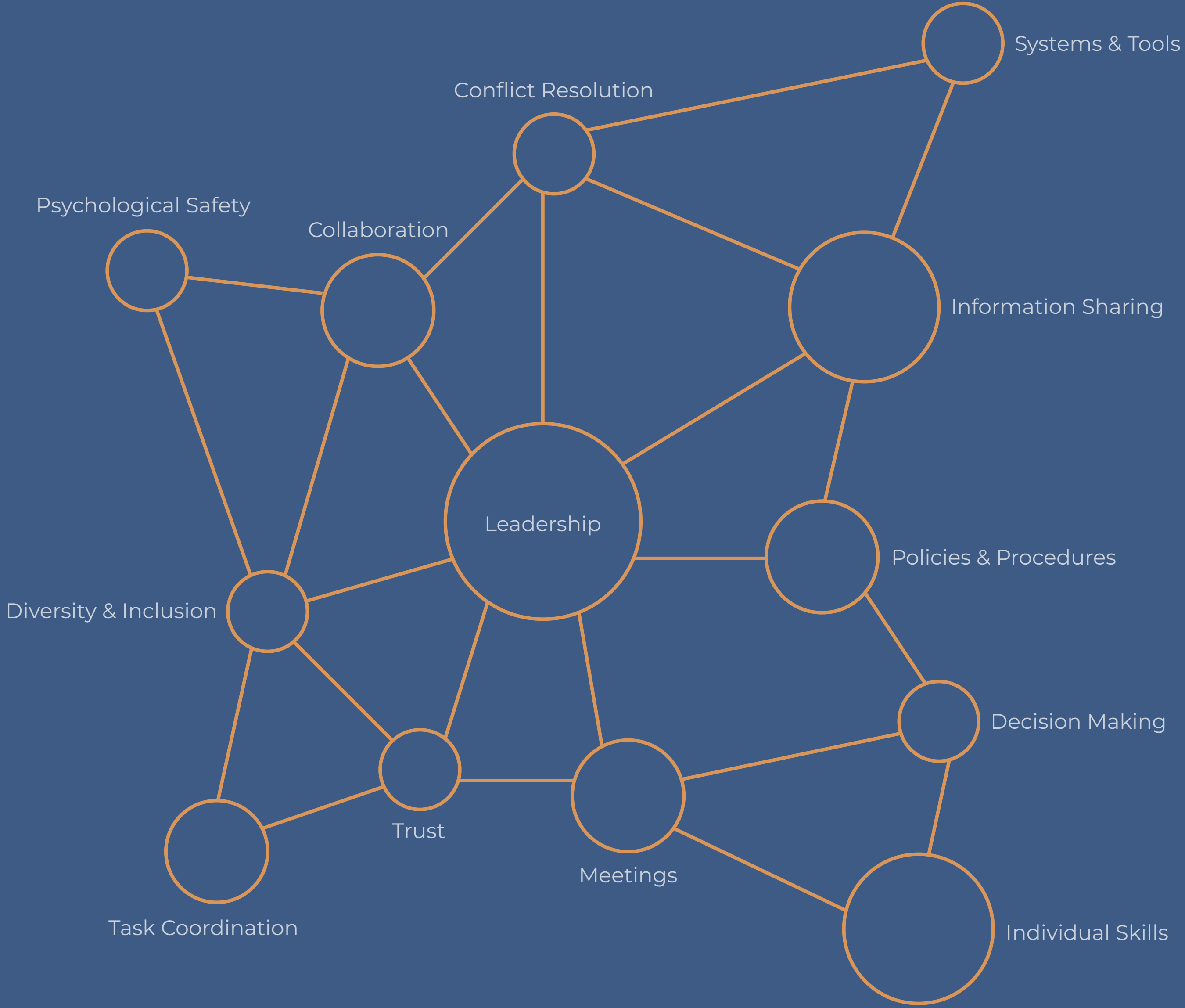
Teams are the key to resilience.

Team development is difficult to scale.

High-performing teams need to be:
Focused, Efficient, and Engaged.

Achieving this requires getting
many complex elements right.

But get just one element wrong
and the whole team might fail.





LEARNING OBJECTIVES

Bob's talks are actionable lessons.

He cuts through complexity to create clarity — and enable **teamwork at scale.**



INFORMATION

Presenting insights from the field, and the academy, to open new understanding.



SENSEMAKING

Connecting insights to the real problems leaders face day-to-day.



INSPIRATION

Giving leaders a vision of a better future for their teams — and themselves.



ACTION

Providing tools and takeaways leaders can implement, now, to improve their teams.

TALK DESCRIPTIONS

The High-Performing Team

The Art and Science of Team Development

Effective teams are efficient, engaged, focused, and have cultures of high-performance. This requires aligning a group of individuals who each bring their own capabilities and perspectives to the work.

These cross-functional, diverse, teams must work together seamlessly to solve problems, make decisions, and push the work forward. They also need to be able to adapt to changing circumstances and recover from setbacks.

In this talk, Bob Gower shares what he has learned on the front lines working with some of the largest institutions in the world. Leaders on the path to a better way of working will leave with a new understanding of team development that draws on agile, lean, and design thinking — resulting in a resilient and high-performing team.

Scaling Teamwork

Organization Design for the Future of Work

Organizations of almost every shape and size are realizing the power and potential of new ways of working. They want to increase speed, adaptability, trust, diversity, and transparency.

But this requires rewiring decades of habit. While linear and top-down methods work in some cases, there are better, and more effective, models of organization design and change available.

In this talk, Bob Gower shares what he has learned on the front lines working with some of the largest institutions in the world. Leaders on the path to a better way of working will leave with a new understanding of organization design, change and governance that results in companies made up of resilient and high-performing teams.

ORGANIZER PRAISE



Bob's talks consistently wow our audiences – he has been amongst the top rated speakers at the event both years that he appeared. Bob is massively smart, diligent, and a pleasure to work with.

– Laura Fitton, Evangelist, Inbound



Bob is an exceptional presenter. He integrates research, humor and simple systems to create whatever change is needed within an organization. Bob doesn't just share his message - he truly engages people and inspires them to be better.

– Erin Weed, Founder, Evoso Academy



Bob Gower's interactive presentation received some of the best reviews. His content was insightful and thought provoking and his style was fun and engaging. He did an impressive level of customization for us and left participants feeling motivated. I would select him again in a heartbeat.

– Brad Lande, CEO, Live Gray



We were lucky to organize a Masterclass with Bob. It's been one of the best educational experiences I've ever had: at once thoroughly practical and personally transformative.

– Jorge Camacho, Dean, CEDIM Mexico



Bob Gower spoke to a large group of leaders at our Innovation Day. He inspired us to lead and work together more effectively through some difficult changes we were facing. His message and practical tactics helped us move forward with confidence.

– Sean Barry, Director Business Technology, PG&E



Bob Gower has been onstage at Responsive Conference several times, and each time he's wow-ed our audience! He bridges his eclectic background with audience needs to create an experience that is both tactical and compelling. I highly recommend Bob as a storyteller, and an agent for change.

– Robin Zander, Founder, Responsive Conference

AUDIENCE PRAISE



Bob is a master storyteller. He weaves his life experiences in with professional insight in a way that makes you wonder how you never saw those connections yourself.

— Jeff Gothelf, Author, *Lean UX* and *Sense & Respond*



From understanding small shifts I could make at a company, leadership, and individual level to larger theories, I walked away with more empathy for myself, my team, and CEO.

— Brittany Martin, President, Hello Seven



Bob Gower was highly recommended, and I can see why. He speaks candidly and empathetically about the challenges leaders face as they work to align their teams toward common goals. I regularly reference the excellent materials.

— Patty Simonton, Strategic Initiatives Manager



Bob Gower leads sessions by combining thought leadership, education and discussion, with taking action with our own teams, which is where the magic really happens.

— MéLisa Best, Marketing Manager, Mount Sinai



Bob has incredible insight into the human mind and how different people communicate. His methodology for improving people's alignment at work will change the way you think forever.

— Shane Snow, Best-Selling Author of *Dream Teams*



Magic happens when groups of people harness their intention and strengths for a common goal. And Bob helps you do just that.

— Tina Roth Eisenberg, Founder and CEO

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TRAVELERS 



NEW YORK
PUBLIC
RADIO



INBOUND



Options



IN-PERSON

Bob has given exceptional talks on four continents and counting.



ONLINE

Bob has state of the art audio, video and lighting available from his office in NYC.



Keynote
(up to 1.25 hours)



Interactive Workshop
(up to 3 hours)

ADD-ON

Radical Alignment: How to Have Game-Changing Conversations That Will Transform Your Business and Your Life



Bob will tailor his message to meet your organization's needs. Topics he often explores include:

- ORGANIZATIONAL AGILITY
- DIVERSITY & INCLUSION
- INNOVATION
- FUTURE OF WORK
- CULTURE
- ENGAGEMENT
- LEADERSHIP
- PRODUCTIVITY
- EFFICIENCY
- RESTRUCTURING
- ETHICS

Bob often addresses the following audiences and industries:

- ASSOCIATIONS
- CEOS & EXECUTIVES
- PEOPLE OPERATIONS
- TOWN HALLS
- EDUCATORS
- SALES & MARKETING
- TECHNOLOGY
- LEADERSHIP
- SUSTAINABILITY
- ESG INVESTING
- NONPROFIT



BOOK

Radical Alignment

How to Have Game-Changing Conversations That Will Transform Your Business and Your Life

Why do so many organizations, teams, couples, families, and groups who should be working together end up wasting energy on unproductive conflict? What's often missing is a deeper alignment based on mutual trust, respect, and empathy.

Successful communication leads to intentional action, which can only happen with enrollment. Radical Alignment offers you a breakthrough in finding all three.

—**Seth Godin**, author of *Leap First*

So many of the challenges we face in our work—and personal lives—come down to people misunderstanding each other. Bob and Alex have created a powerful framework to help us bridge this divide.

—**Josh Seiden**, author of *Outcomes over Outputs*

Diversity, Equity, and Inclusion are about changing the way teams and individuals interact. This accessible and readable book provides a simple set of tools that will help you and your team align and thrive.

—**Jennifer Brown**, CEO of JBC

Understanding people's challenges, intentions, and often conflicting goals will enable you to create high-performing teams and better collaborations. This book will show the way."

—**Barry O'Reilly**, founder of ExecCamp

[On Amazon](#)

4.6 ★★★★★

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