A keynote on talent and potential

The Talent Paradox

How the Legendary Talent Spotters See What the Rest of Us Miss

Your gut says, "I'll know it when I see it."
But are you seeing potential, or just polish?



"Attendees walked away with wisdom to help them become stronger, more successful leaders."

Jody Blencowe, Sr. Director, Courtyard Global Brand Management, Marriott International

Every miss has two costs.

The person you backed who couldn't grow, and the one you overlooked who could have. Every organization has its Hedy Lamarrs, waiting for someone to see where they could go instead of only where they've been.

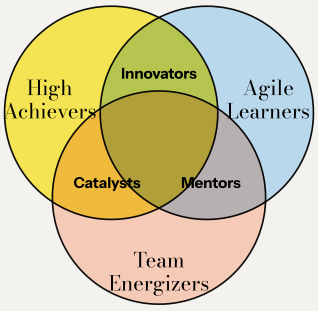
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leaders take a gut feeling about a person at face value

63 of 75
accept the first pattern that matches, and stop looking

2 of 75
go back with anyone else to check whether their read was right

Nine behaviors predict potential. Five more only look like it.

Laura shows leaders what their gut is actually reading, and how to see potential, not just polish.



High Achievers
Hunger · Volition · Tenacity

Agile Learners
Plasticity · Agility · Curiosity

Team Energizers
Wonder · Weight · Empathy

Fooled by: ~~charisma, polish, likability, fit, and similarity~~

A shared language for people decisions.

What your gut is actually seeing. The nine behaviors that predict potential, and the five that fool us every time.

Who deserves the bet. How to hire, promote, and develop by where people could go, not only where they've been.

The power of voice. Why saying a read out loud is what turns a bias into expertise, and how you might unknowingly be silencing it.

Best for
Executive teams, boards, partner meetings, talent leaders, and even parents.

Built on
Twenty years of executive search and Laura's doctoral research with the people who read talent for a living.

Formats
Keynote, half-day working session, or your team's own data on stage. In person or virtual.

Put Your Date on Hold

You'll hear back the same business day. Bureaus welcome.

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