

Keynotes & Introductory Workshops

Sparking the conversations that change how organisations lead

TripleGoal's Keynotes and Introductory Workshops are the ideal entry point into TripleGoal's work with leaders and organisations. Delivered by Michael Bunting, leadership author, researcher, and founder of TripleGoal, these sessions are grounded in 30+ years of research and global practice, and designed to provoke genuine reflection, spark honest conversations, and deliver practical tools leaders can use immediately.

The workshop format (3–4 hours) is interactive and hands-on, delivering tangible clarity and outcomes that can function as a meaningful standalone intervention. The keynote format (60–90 minutes) is more concise but equally provocative—ideal for conferences, leadership events, and all-hands sessions where time is limited but impact matters.

WHEN ARE THESE MOST EFFECTIVE?

These sessions are suitable for leaders and organisations at any stage. They are most effective for:

- Leadership teams looking for a high-impact entry point before committing to a longer program.
- Conference and event organisers seeking evidence-based keynote speakers on leadership, culture, and performance.
- HR and L&D teams wanting a provocative, practical starting point for a leadership development initiative.
- Organisations wanting to spark important conversations about performance, culture, and accountability.
- Teams wanting a standalone session that delivers real tools and insights in a short timeframe.
- Senior leaders looking to energise, align, or reorient their team around a critical leadership or culture challenge.

What Sets These Sessions Apart

These are not inspirational talks that feel good and fade fast. Every session is grounded in Michael Bunting's original research, evidence-based frameworks, and real-world application. Participants leave with specific insights about their own leadership and clear, practical actions.

THE INTRODUCTORY WORKSHOP: THE TRIPLE GOAL OF GREAT LEADERSHIP

FORMAT
Interactive Workshop

DURATION
3-4 Hours

DELIVERY
In-person (recommended)

Most organisations know they can improve the way they work. They want to learn faster, lead more inspirationally, improve accountability, implement AI and deliver better results. The harder question is where to start and what to actually do differently. This interactive session addresses both. Leadership author Michael Bunting guides participants through the practical tools and insights needed to close the gap between stated values and day-to-day behaviour. Research shows that gap can drain up to 40% of an organisation's time and energy.

Participants explore how to identify and unlearn the behaviours holding their leaders and organisation back, and how to lead with greater authenticity, accountability, and impact. It is a hands-on opportunity to align leadership thinking and drive meaningful change across performance, innovation, and workplace trust.

WHAT THIS WORKSHOP DELIVERS

- 1.A grounding in the Triple Goal. Participants explore their own performance, innovation, and workplace engagement goals and what is currently getting in the way.
- 2.A deeper understanding of the Red Zone behavioural patterns that derail leaders and organisations, including the specific patterns currently limiting performance in the room.
- 3.Clarity on the evidence-based Green Zone behaviours and practices that accelerate performance, innovation, and workplace engagement.
- 4.Each leader identifies the specific individual and collective practices they need to master to improve the Triple Goal for their team.
- 5.A deeper insight into what actually drives organisational behaviour, including the role of identity, conditioning, and unconscious patterns.
- 6.An immediate and tangible increase in trust and openness within the group through guided reflection and honest dialogue.



KEYNOTE OPTIONS

All keynotes are available in person or virtually, and can be tailored to specific organisational contexts. Each runs approximately 90 minutes unless otherwise noted. A 60-minute version is available on request.



1. Adapt or Fail: Why Culture Decides Everything in the Age of AI · 60–90 minutes

In the age of AI, the organisations that thrive won't be the ones with the best technology. They'll be the ones with a culture fast enough, honest enough, and mature enough to learn, adapt, and reinvent. Michael's evidence-based research reveals that most organisations are unknowingly losing an average of 40% of their capacity to adapt and perform, and the cause is hiding in plain sight. When AI is accelerating change faster than most cultures can absorb, leaving your culture to its old patterns is not a leadership oversight. It is a survival risk you cannot afford to ignore.

What This Keynote Delivers

- Why the age of AI makes psychological safety, accountability, and fast learning non-negotiable rather than nice to have.
- The cultural patterns costing your organisation speed, execution, and engagement right now.
- The evidence-based practices that build a culture capable of genuine agility, honest conversation, and accountable performance.
- How misaligned incentives and routines are undermining your learning and performance without anyone noticing.
- How to build an organisation that learns fast from mistakes without ever lowering your standards.
- What it takes to reset your culture to deliver the performance, adaptability, and speed the AI era demands.

2. The Leadership Evidence: What the 2026 Research Reveals · 60–90 minutes

What does the 2026 research actually say about exceptional leadership in an AI disrupted world? Michael's own original research, generated across global organisations navigating extreme disruption and rapid change, provides a rare evidence-based answer. Not opinion, not story, but precise measurable proof of what great leadership looks like right now.

His research identifies the specific green zone behaviours that drive a 50% improvement in performance, agility, and engagement, and the red zone behaviours correlating with a 45% reduction in the same measures. In an AI accelerated world, the cost of getting leadership wrong has never been higher.

What This Keynote Delivers

- Cutting through the noise: the only three leadership outcomes that actually matter in a complex, disrupted, and hyper demanding world.
- Why understanding the drivers of leadership behaviour is essential for focusing on the core behaviours that drive the right outcomes in a disrupted environment.
- The conditioned behaviour patterns and reactive tendencies all leaders must overcome to achieve excellence under pressure.
- The evidence-based green zone behaviours driving exceptional performance, agility, and engagement in conditions of constant change and uncertainty.
- How to build the capacity to self-regulate, avoid reactivity, and act from wisdom in complexity and paradox.
- What it actually takes to grow as a leader in a way that is simple, measurable, and built for the demands of right now.

3. Mastering Feedback: Because Your Future Depends on It · 60–90 minutes

In a fast paced, disrupted world where speed of learning, alignment, and adaptation are everything, organisations can no longer afford conversations that are avoided, sugar-coated, aggressive, or unskilful. The conversations leaders are avoiding or mishandling are the exact ones their organisation needs most. Poor feedback does not just slow teams down. It creates misalignment, erodes standards, destroys psychological safety, and ultimately determines whether an organisation can adapt and perform at the speed disruption demands. This session gives leaders and managers a clear, practical framework for the honest, direct, and human conversations that drive accountability, learning, and results.

What This Keynote Delivers

- The underlying truth of why almost all feedback skills training fails and what actually works instead.
- The common conversation patterns that lead to confusion, misalignment, and low standards.
- The critical role of appreciation and empathy in making feedback land without damaging relationships.
- How to set clear expectations and hold others accountable without damaging relationships.
- A practical framework for direct, respectful, and outcome-focused conversations that drive ownership and results.
- What it takes to build a culture where honest conversations are normal, safe, and effective.

IN SUMMARY

TripleGoal's keynotes and workshops are not standard presentations. They are evidence-based, provocative, and practical. They are designed to shift thinking, surface honest conversations, and equip leaders with tools they can apply immediately.

Whether as a standalone session or the beginning of a deeper leadership development journey, every TripleGoal engagement is grounded in one purpose: to improve performance, learning, and the workplace experience.

START THE CONVERSATION

Whether you're exploring a keynote for an upcoming event or a workshop for your leadership team, the starting point is a conversation about your context, your goals, and whether a TripleGoal session is the right fit.

References from past clients are available on request.

[Start the Conversation](#)

Enquire about availability and fit.

