



Dr. J.P. Pawliw-Fry

In 1998, Dr. JP and Elizabeth Pawliw-Fry decided to leave their previous academic and clinical careers and start the Institute for Health & Human Potential. While the first few years were difficult as they focused on putting together some of the early research, training and coaching programs, today they are proud of what the IHHP team has accomplished. With offices in Canada, US, Australia and Switzerland, IHHP is recognized as a world leader in developing and delivering unique training programs in Emotional Intelligence to increase performance and leadership. It was recently named by Profit Magazine, as one of the 'Fast 100', 100 fastest growing companies.

JP is acting President of IHHP and is responsible for turning its research and development work into new ideas and models that can help individuals and organizations find an edge in a competitive world. Formerly, he taught at two of North America's most prestigious business schools executive education programs: the Kellogg Graduate School of Management in the US (rated number one worldwide) and Queens's University in Canada. He is a highly sought after speaker on leadership and performance and has received acclaim for his work in personal leadership with sales organizations, leadership retreats, and motivational seminars across the world – last year he reached audiences in places such as England, Greece, Saudi Arabia, Singapore, Venezuela, India and Australia.

His diverse training includes: Queen's University, Harvard Medical School's Mind Body Medical Institute and the University of Massachusetts Medical Center stress clinic.

Olympic and elite athletes have sought out JP to help them find an edge in performance. JP has worked as a performance coach to the Canadian Olympic men's volleyball team at 3 Olympic Games. He has also worked with the Orlando Magic, as well as executives of the NHL, NBA, NFL and the US Olympic committee.

Along with his busy speaking schedule around the world, he now spends his time researching and writing about the variables that drive performance and leadership. His forthcoming book, *Leadership Rewired, the New Science of Sustainable Performance*, will be published in 2011.

Program Topics

Redefining Leadership: What Highly Effective Leaders Do

- Many factors have been attributed to great leadership. In this riveting keynote, you'll discover the secrets of the best!
- Senior executives will learn key strategies to move their teams to the next level and how to select and retain the best and brightest.
- EEquip your organization with an edge. Discover why Emotional Intelligence (EQ) is the single greatest driver not only of effective leadership, but of performance at all levels of an organization. It is Personal Leadership throughout the organization that will allow you to outperform the competition.

The Motivation Myth: High Performance Sales is Not Driven by Motivation But by Managing Setbacks Effectively

- All sales people are not created equally! If 20% of your sales force brings in 80% of the business, what then differentiates the high-performers from the average?
- In this fascinating keynote, Dr. Pawliw-Fry draws from cutting-edge research and his work with Olympic medallists, professional athletes and high performing sales teams around the globe. Discover the definitive edge that will drive sales performance - and the business.

The Big Disconnect: *Why most (well intentioned) Leaders miss out on engaging the next (well intentioned) Generation*

- The largest generation of people in history —some 77.5 million people - are about to retire. Over the next 5 to 15 years, the workplace will shift to a new generation of leader. Organizations that can't figure out how to keep and engage this new generation of employee will lose. This powerful keynote will provide a framework to better understand the BIG DISCONNECT that is at the heart of generational tension and show how the tools of Emotional Intelligence (EI) are critical to successfully bridging this gap.
- What is at the heart of the BIG DISCONNECT between the generations
- Why most popular management gurus are wrong about the 'values' gap that 'exists between the generations
- Understand the brain science of emotions and the critical role EI plays in bridging the generation gap
- Three strategies to help boomer and veteran leaders engage 'new generation' employees more successfully in order to increase discretionary (extra) effort and retention (and, for your high potential Gen X & Y's) how to become more effective leaders themselves – how they can take more responsibility in leadership, including how to more effectively manage the boomers on their team!

This program will help leaders cut through the 'noise' clouding this critical management issue and provide them with insight and tools they can use the very next day to improve their performance. It will draw from our cutting-edge research on the generations as well as our work with Olympic medalists, professional athletes and high performing leaders around the globe.

You Can't Stop the Waves But You Can Learn to Surf! Tools to Thrive in Turbulent Times

- Why do some organizations and individuals falter during times of uncertainty while others thrive in chaos and find ways to adapt?
- Is it our IQ or technical skills that gets us through those times - or our ability to keep it together and manage ourselves intelligently?
- Discover how EQ differentiates high performers from others in turbulent times. Your team will walk away with tools to outperform the competition during uncertainty.