

A professional portrait of a woman with brown hair, smiling, wearing a black blazer. Her hands are clasped in front of her. The background is plain white.

Dr Paige

LEADERSHIP, ACCOUNTABILITY,
CULTURE AND CHANGE

dr. paige

A systems thinker, leadership strategist, recovering academic, and provocateur of potential. What sets Dr Paige Williams apart isn't just what she knows – it's how she helps leaders see what they've been missing.



Paige doesn't just deliver speeches. She creates space for people to see more clearly. And in that space, something shifts. Leaders gain perspective. Teams reconnect. Assumptions are challenged. New possibilities emerge. It's why audiences walk away not simply inspired, but changed - clearer, more intentional, and better equipped to lead what comes next.

Drawing on three decades of leadership experience across business, government and education, Paige's work bridges the rigour of research with the reality of work. Grounded in organisational behaviour, wellbeing science, systems thinking and human performance, she helps people make sense of complexity and navigate change with greater clarity, confidence and care. She brings language to the unspoken, insight to the invisible, and practical pathways forward when the way ahead feels uncertain.

The author of seven books on leadership, accountability, culture and human performance, Paige's work is used by organisations across Australia and around the world to strengthen accountability, unlock potential and build cultures where people and performance thrive.

Whether she's delivering a keynote, shaping a leadership experience, or guiding leaders through challenge and change, her work always comes back to one simple belief: We have more influence than we often realise. That meaningful change begins when people see more clearly, choose more consciously, and act with greater intention.

Because the future isn't waiting for permission.

It's being shaped by the choices we make today.



Dr Paige Williams at a glance
PhD in Organisational Behaviour | Author |
Systems Thinker | Leadership Partner

- Trusted by leaders in business, education, health, NFP and multiple government agencies
- Author of 7 books, including *Becoming Antifragile*, *Own It!*, and *The Leader's Ecosystem*
- Honorary Fellow @ Centre for Wellbeing Science, University of Melbourne
- Associate @ Melbourne Business School
- 25+ years experience spanning enterprise, education, and public sector leadership
- Known for her work on Accountability Done Right, Antifragility, Positive Deviance and Conscious Authorship.

“Paige combines scientific credibility with practical, human-centred actions.

She doesn't just speak about leadership, she changes how we lead.”





THE CONSCIOUS CHANGE FRAMEWORK

Insight to Impact. On Purpose.

Exceptional leadership doesn't start with information. It starts with insight, the kind that shifts perspective, challenges assumptions, and invites something new.

That's why every keynote in the *Hacking Human* series is built on a developmental journey that mirrors how real, lasting transformation happens.

It starts with **Awareness** – seeing what's really going on within and around us, above and beneath the surface.

It moves to **Choice** – recognising that defaults are decisions in disguise and that there is always more choice that we may think.

And finally, **Intention** – showing up on purpose, turning insight into impact, and embedding that shift in how we live and lead.



Change begins when awareness expands, choice becomes visible and intention becomes action.

Paige has seen this change arc transform leaders, teams, and systems – from boardroom to frontline. The Framework ensures that insights don't just land – they take root and have impact.

So people don't just **learn**. They **evolve**.



EVERY KEYNOTE

Cracks A Code That Matters

Being human can feel hard.

Trying to do it well – with courage, clarity and care? Even harder.

The world's deep in complexity but most messages still skim the surface. That's why Paige's speaking series doesn't just inspire. It interrupts. It reframes. It challenges. And most importantly, it sticks.

Each topic addresses a different human or leadership challenge – and cracks open the human and system dynamics beneath it. They're research-backed, story-rich, and designed to shift how people think, feel, and act – long after the applause.

Because when we crack the right codes, we don't just perform better. We lead ourselves, others and the systems we live and work in, exceptionally.

1. Hacking Human

Cracking the Code of Your Exceptional

2. Culture That Counts

Where Belonging Begins – and Breaks

3. Burnout to Breakthrough

The Science of Sustainable High Performance

4. Bigger Than Before

Mastering the Art of Kintsugi

5. Walking Your Why

Leading from the Inside Out

Whether you choose one, or build a learning experience across the series, this work will meet your people where they are – and move them towards what's possible.

HACKING HUMAN

Cracking the Code of Your Exceptional

There's no *one way* to be exceptional – but there is one thing that gets in the way: being human. Each of us has patterns we can't see, stories we've outgrown, and systems we unconsciously reinforce. These aren't flaws. They're features of what it means to live and lead in a world wired for performance, pressure, and perfection. But when those patterns go unexamined, they limit what's possible. For us. For our teams. For the systems we're meant to transform.

This keynote begins there – at the invisible edge of your leadership.

It surfaces what most leadership development skips over: the internal code that drives how we show up when it matters most. The beliefs, behaviours, and biases that shape whether we lead with clarity or defensiveness, with courage or caution.

Most leaders don't lack knowledge. They lack visibility of the forces that shape their choices. This keynote offers that visibility.

It equips leaders to pause their autopilot and see the system from the inside out – not just in theory, but in lived experience.

We explore how identity, fear, and old patterns quietly direct behaviour, and how to rewire those loops for presence, influence, and traction.

This isn't about being more confident or in control. It's about becoming more conscious, so we can lead with intention, not just instinct.

Whether they're leading change, rebuilding trust, or redefining success, this keynote helps people reconnect with the only asset they truly control: how they show up.

From this inspiring keynote you will:

- See how internal code shapes external performance
- Learn why fear, fatigue and friction are system outputs
- What it takes to recode identity and reclaim energy
- Explore how outdated rules limit clarity and courage
- Why upgrading awareness unlocks your unique code for exceptional

When we shift what's
happening *within* us,
we shift what's possible
around us.



 twilio

**Got a problem?
Build a
solution**

CULTURE THAT COUNTS

Where Belonging Begins – and Breaks

Culture isn't what you say it is. It's what people *feel*. And over time, what they *repeat*. Most organisations define culture in terms of values, slogans, or strategy decks. But in reality, culture is a collective emotional experience – one shaped in every hallway conversation, every team meeting, and every moment of silence after someone speaks up. It's not built in workshops or rolled out with posters. It's built in the day-to-day signals of leadership: What gets rewarded. What gets ignored. And what gets left unsaid.

This keynote helps leaders see culture as a living system of meaning, constantly shaped by behaviour – especially their own.

We explore why culture is created by what leaders tolerate, reinforce, and model. Not by what they say matters, but by what they *make* matter.

If you're not shaping your culture, it's shaping you. And not always in the ways you'd hope.

This keynote bridges that gap.

Understanding trust as a system output, not a soft skill, it helps leaders understand how to build systems that support what they stand for – not just what they aspire to and how reinforcing loops – often invisible – either support or sabotage the culture you're trying to lead.

When culture is disconnected from systems, or when leaders act in ways that conflict with the values on the wall, trust erodes. Fast.

Especially powerful in times of change and transition, this keynote offers a practical, evidence-informed path to move from cultural drift to cultural design – one that reconnects people to meaning, leaders to influence, and culture to impact.

From this insightful keynote you will:

- Understand culture as collective emotional reality
- Learn how patterns of silence, reward and recognition shape experience
- What it takes to make trust repeatable and real
- How personal leadership shapes collective experience
- Why integrating personal insight and systemic feedback loops creates cultural traction

**When culture is *lived*,
not *labelled*, it becomes the
system your strategy needs
to succeed.**



BURNOUT TO BREAKTHROUGH

The Science of Sustainable High Performance

Performance isn't the problem. The way we chase it is. We've been sold a version of performance that looks like: *Push harder. Work longer. Deliver more. Repeat.* But that model doesn't scale. It burns. And what's burning isn't just time or energy – it's people. In too many organisations, high performance has become synonymous with exhaustion. Teams are running fast but feeling flat. Leaders are achieving more but recovering less. And the culture quietly says: if you're *not overwhelmed*, you're *not trying hard enough*.

This keynote challenges that narrative. Because performance without sustainability isn't success. It's slow-motion collapse.

We explore a different approach – one grounded in **energy intelligence**, motivation science, and the neuroscience of recovery. This is performance for the long game. Performance that is powered by ownership, clarity, and rhythm rather than urgency.

Performance isn't about being always on. It's about knowing when to switch gears – and when to switch off.

This keynote redefines what good performance looks like and feels like. It equips leaders to manage energy as deliberately as they manage outcomes – and to model a rhythm of work that's not just more human, but more effective.

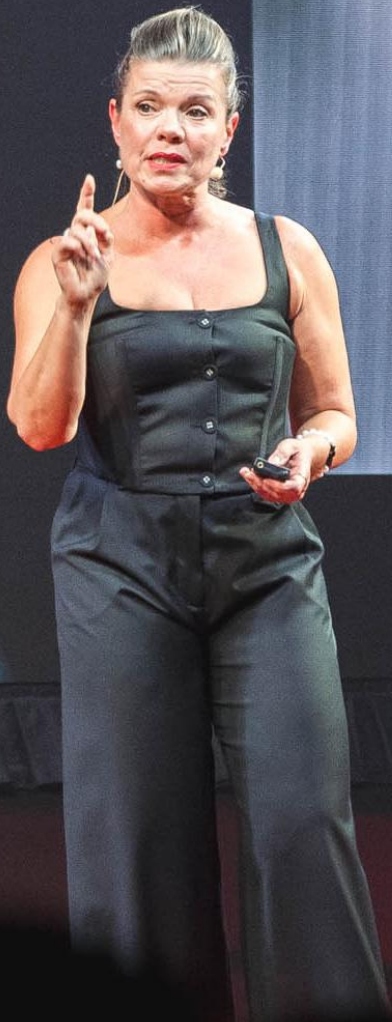
It leaves leaders with a language for sustainable success – one that integrates motivation, recovery, and antifragility into how they think, lead, and live.

People under pressure, high-performing cultures on the edge of burnout, or organisations ready to trade “always busy” for strategically energized will benefit from this keynote.

From this powerful keynote you will:

- Learn how to recognise depletion early and reset quickly
- Why willpower fades – and how to rewire it
- Understand how to protect focus in a noisy, distracted workplace
- Explore why ownership of energy is the next level of leadership
- How to create rhythms that sustain high performance at scale

When performance is designed to *sustain people* – not drain them – you don't just *get results*.
You keep getting them.



BIGGER THAN BEFORE

Mastering the Art of Kintsugi

Resilience was the skill of the last decade. Antifragility is the skill of the next. We don't live in a world of predictable recovery. We live in a world of rolling disruption – from digital transformation to economic shifts, burnout cycles, social unrest, and AI acceleration. The question is no longer “Can you cope?” It's “Can you grow?”

This keynote invites leaders to move beyond endurance and into evolution.

It challenges the belief that confidence must come before action and instead helps leaders develop capability as the *cause* of confidence, not just its *result*.

We explore how fear, uncertainty, and stretch aren't signs of failure; they're signals of expansion. And how disruption – when seen through the right lens – is something to build into, not just survive.

The moment we stop bracing against discomfort and start working with it, we unlock a different kind of leadership: one that matures with each challenge and models growth for others.

This keynote that expands capacity.

It helps leaders name and move beyond their current identity limits – with systems not slogans. We cover real practices for growing through volatility, and practical shifts to turn setback into signal, tension into traction.

Because the best leaders don't bounce back; they grow beyond.

Whether they're navigating a reset, reinventing strategy, or building leadership readiness across culture, this keynote equips people with a more hopeful, powerful, and psychologically sound response to disruption, challenge and change.

From this expansive keynote you will:

- Understand where you sit on the Fragility Continuum and how to shift
- Why *growing through* is more important than *bouncing back* from challenge
- How to shift from control to capacity-building
- Why outgrowing your old leadership shape is your best 'next' strategy
- How to design a culture of stretch that builds people, not burns them

When leaders meet disruption with maturity – not fear – they don't just stay in the game.

They grow *bigger than before*.

Anything
is possible



WALKING YOUR WHY

Leading from the Inside Out

Most organisations talk about values. But the real question is: *Can you see them?*

In the meeting where tension rises. In the moment someone makes a mistake. In how power is used, and how people are treated when no one's watching. It's in these moments that values are either lived or labelled. And it's in these moments that trust is either won or lost.

This keynote invites leaders to close the gap between what they say they stand for and how they actually show up. It's not about being perfect.

It's about being *congruent*.

This is a keynote that reclaims leadership credibility. It helps leaders identify where their values-in-action story is clear and where it's cracking, and understand that leadership integrity isn't a trait, it's a track record.

We explore how values are far more than a branding exercise. They are the invisible architecture of trust, safety and alignment – and when they're visible in action, they create clarity for teams, credibility for leaders, and culture that compels performance.

**Values don't have to be loud.
But they do have to be lived.**

It names the cost of drifting into performative leadership and offers practical ways to reconnect values with behaviour, especially under pressure.

This keynote is especially relevant in cultures under scrutiny, leadership transitions, or values-based change work.

In a distracted, reactive world, the most powerful leadership signal isn't more noise.

It's more alignment.

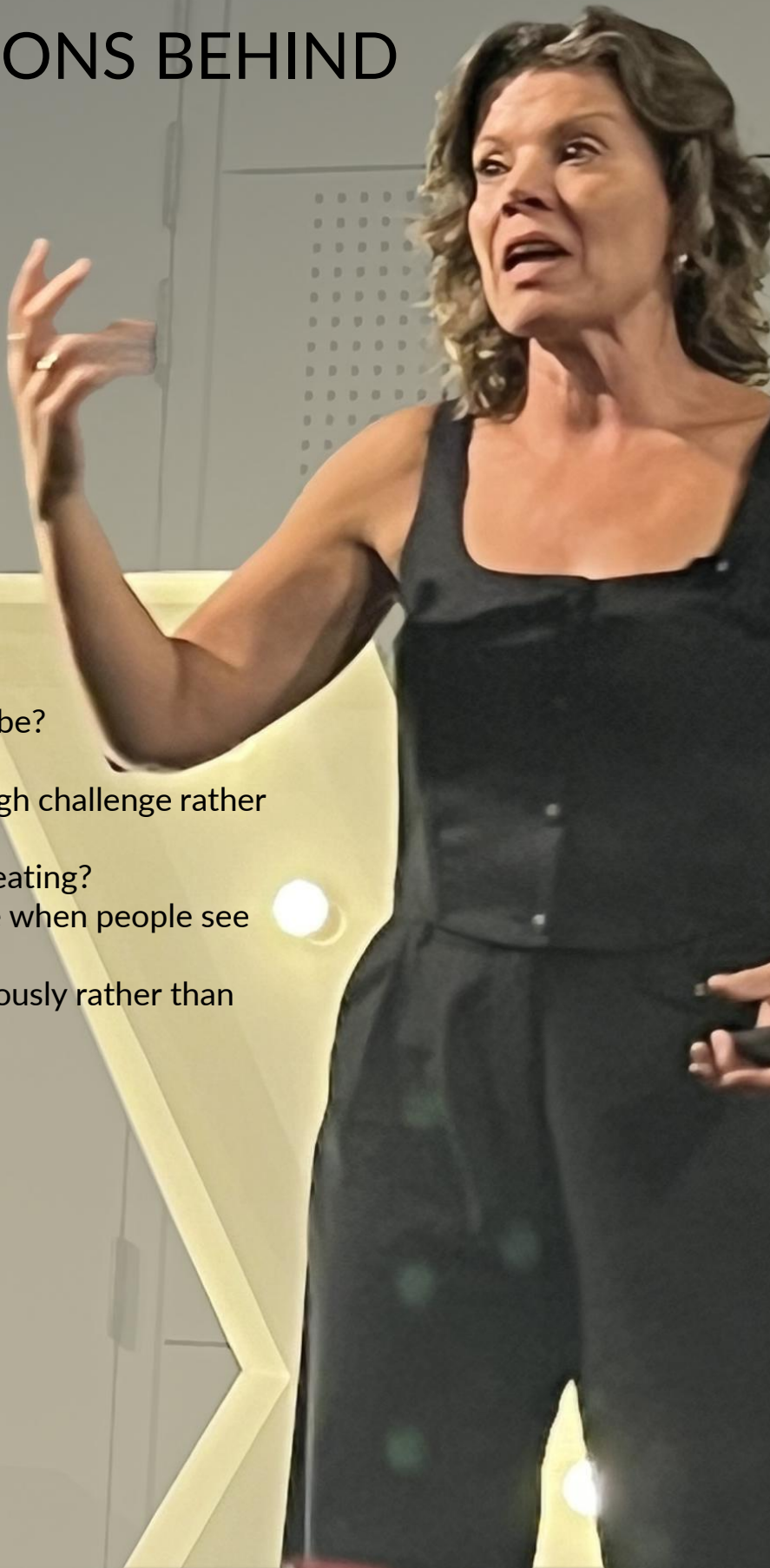
From this revelatory keynote you will:

- Learn why saying the right thing isn't the same as doing the hard thing
- How consistency builds influence, even in complexity
- Understand why integrity is more than ethics – it's emotional safety
- Explore how to hold alignment when it's most at risk
- How to close the gap between stated values and lived experience – and build systems that scale the right signals

**When values become verbs,
people believe again –
in the mission, in the culture,
and in each other.**

THE QUESTIONS BEHIND THE WORK

- Who do you choose to be?
- What's yours to own?
- How do we grow through challenge rather than despite it?
- What culture are we creating?
- What becomes possible when people see more clearly?
- How do we lead consciously rather than accidentally?



“Paige is engaging, funny and translates complex ideas into language that everyone can understand.”

Learning and Development Manager,
Insurance and Risk



dr.
paige

TAILORED NOT TEMPLATED

Every keynote is customised to meet the moment, because no two audiences, teams, challenges, or cultures are the same.

Whether you're educating and entertaining a large audience, navigating a major transition, embedding a new strategy, or reinvigorating your leadership culture, every session is crafted to meet:

- Your audience
- Your event
- Your outcomes

This is about transformation that fits.

What's scalable is the insight.

What's unique is the experience we build around it.

From high-impact keynotes to deep-dive intensives, we adapt the format to what will land and last:

- **45-90 minute keynotes**
Fast, high-energy momentum drivers
- **Half-day immersives**
Strategic depth with practical activation
- **Multi-part series**
Scaled transformation across teams and time

Every engagement is tailored to the audience, the moment and the outcome you are seeking to create.

Mix, match, or roll them out.



LEAD WHAT COMES NEXT



Let's design a keynote experience that creates momentum, meaning, and measurable shift. Whether you know exactly what you need or just feel something's ready to shift- we can shape something that lights up your people and lasts beyond the room.

**You don't need more noise.
You need a message that moves..**

SEE PAIGE IN ACTION

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