

Introducing

ROB KALWAROWSKY

TRANSFORMATIONAL COACH |
BREAKTHROUGH SPECIALIST |
SPEAKER



INKWELL *ink* MGMT

ABOUT ROB

I had the "perfect" resume.

MIT-trained engineer. NCAA Academic All-American. Canadian National Water Polo athlete. Six-figure salary. Successful engineering career. On paper, I was the definition of an elite performer. But behind the credentials, I was drowning.

The relentless drive and obsession with control that fueled my success were the same forces nearly driving me to suicide. I was trapped in a toxic cycle of "never enough," matched only by the chaos of the organizations I led. I thought leadership meant being a machine. I was wrong.

My transformation began with three words: "I'm human."

By embracing that vulnerability, I didn't lose my edge—I sharpened it. I discovered that true power, clarity, and peak performance don't come from perfection; they come from radical authenticity and "Human-Centric" leadership.

Today, I work exclusively with the individuals the rest of the world considers "at the top": C-Suite executives, Olympic Gold Medalists, and visionary entrepreneurs. I don't coach average people. I work with high-performers who are ready to shatter their limits, rewrite their inner narratives, and scale new peaks with velocity.

What I bring to the table:

I bridge the gap between high-stakes engineering logic and deep emotional intelligence. Whether I'm helping a stagnant \$3M business scale to \$11M in six months or coaching a CIO through a high-stakes transition to global stages like Web Summit, my approach is "No-BS," catalytic, and measurable.

The Credentials:

- Education: MIT (MechEng) & Management.
- Recognition: TEDx Speaker (315k+ views), Top 100 Most Dynamic Leader.
- Author: Best-seller, Capitalizing on Chaos.
- Frameworks: Dare to Lead™ Practitioner, IFS Coach, Fearless Organization Facilitator.

I've seen the view from the bottom, and I've engineered the path back to the top. If you are ready to stop performing who you think you should be and start leading from who you are, let's talk. Success isn't surface-level. It's internal, behavioral, and lasting.

A man with a beard and bald head, wearing a blue suit and pink shirt, is speaking on a stage. He is gesturing with his hands. The background is a wooden ceiling with horizontal beams.

“Rob is an incredible human who cares deeply about others. His ability to speak on the main stage is an experience unlike any other! He can share his deepest experience while making it your own, which is relatable and, in turn, helps us look inward, followed by healing. Rob is an inspiration on a mission to change the way leadership is played today!”

Tracey Allen

Vice President of IT Procurement, Nokia

ROB KALWAROWSKY

I'm Human Experiences

For years, Rob believed great leadership meant relentless drive and constant control until that mindset nearly broke him. His turning point came with three simple words: “I’m human.” In acknowledging his limits and embracing vulnerability, Rob discovered that true power, clarity, and influence don’t come from perfection. It comes from humanity. This realization reshaped not only how he leads, but how he teaches leadership today. It is the core philosophy behind both of his keynotes, guiding leaders to perform at their highest level by leading from who they are, not whom they think they should be. It’s this belief that leadership starts with being human that is the foundation behind his keynote experiences.

Listen to Jennifer Massey, CEO of Integra HR, share her experience working with Rob.



KEYNOTE TOPICS

The Engagement Crisis:

Leading Through Chaos Without Losing Your Best People

In an era where global instability is rising, the greatest threat to your organization isn't the market; it's the disengagement of your top talent. When uncertainty spikes, leaders often stall, causing a ripple effect where people disengage, and corporate culture erodes.

In this transformative keynote, Rob Kalwarowsky moves beyond abstract leadership theory to solve the specific, expensive problem of turnover during periods of upheaval. Rob reveals a proven 4-step process designed to transition your organization from reactive survival to long-term dominance.

Drawing on real-life case studies from executives, entrepreneurs & teams, Rob demonstrates how human-first leadership serves as a financial safeguard, delivering measurable results including multimillion-dollar savings and 180-degree turnarounds in team performance. Attendees will walk away with a clear roadmap to reclaim productivity and ensure their best people stay anchored and engaged, no matter how much the environment shifts.

Learning Objectives:

- **Implement a 4-Step Stabilization Framework:** Attendees will master a repeatable process to build employee engagement and achieve business results.
 - **Identify & Avoid the Cost of Chaos:** Leaders will learn to identify and avoid moments that reduce trust, engagement, and results.
 - **Deploy Human-First Leadership Strategies:** Participants will gain the tools to link leadership transformations directly to the bottom line, converting soft skills into measurable outcomes like cost savings and increased team productivity.
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Leading Without Authority:

Influence Strategies for All

In today's hyper-paced world, waiting for a formal mandate is the fastest way to let an initiative die. Real change and high-performance results aren't driven by titles; they are driven by the ability to navigate politics and secure buy-in across departments. When leaders rely solely on their position, they hit bottlenecks, encounter resistance, and struggle to move the needle on critical KPIs.

Drawing on years of coaching Fortune 500 tech executives and analyzing the habits of high-performers ranging from elite entrepreneurs to Olympic Gold medalists, Rob Kalwarowsky reveals a 5-step influence process designed for the modern workplace. This keynote moves beyond the "politics" of power and provides a straightforward, tactical roadmap to leverage social capital and psychological safety. Attendees will learn how to bypass traditional corporate friction, navigate lateral interests, and lead their teams to achieve multimillion-dollar performance gains - all without needing to wait for authority.

Learning Objectives:

- **Deploy the Lateral Influence Framework:** Attendees will master a 5-step process to build cross-functional buy-in, allowing them to advance high-stakes projects even in the absence of direct reporting lines.
- **Neutralize Corporate Friction:** Leaders will learn to identify and navigate hidden organizational power structures and political bottlenecks that typically stall innovation and resource allocation.
- **Apply Elite Performance Habits:** Participants will acquire specific communication and psychological strategies used by top-tier executives and world-class athletes to maintain momentum and command authority in any company.



The Promotion Gap:

Why Top Talent Stalls and How to Break Through

Technical excellence and hard work are the baseline for entry, but they are rarely the metrics that determine who reaches the executive level. In most organizations, there is a promotion gap; a disconnect between an employee's output and the hidden scorecard used by decision-makers to select leaders. When your top performers hit this invisible ceiling, they don't just stop growing; they disengage, lose productivity, and eventually take their expertise to your competitors.

In this high-stakes keynote, Rob Kalwarowsky pulls back the curtain on the unspoken rules of advancement. Drawing on years of coaching Fortune 500 tech executives and analyzing the transition from expert to authority, Rob provides a tactical framework to bridge the gap between performance and promotion. This session moves beyond generic career advice to show attendees how to align their personal values with the organization's most urgent needs. Participants will walk away with a clear roadmap to turn their expertise into indispensable leadership, creating a high-performance culture where the best talent stays and thrives.

Learning Objectives:

- **Audit the Hidden Scorecard:** Attendees will learn how to identify the unspoken cultural and business metrics that decision-makers actually use to evaluate leadership potential beyond standard KPIs.
- **Bridge the Expert-to-Leader Gap:** Participants will master the value framework, learning how to reframe their technical contributions into the high-level business outcomes that secure executive buy-in.
- **Activate Your Advocate Network:** Leaders will acquire a strategic system for cultivating sponsors & mentors; influential advocates who champion their advancement during closed-door promotion discussions.





SEE HIM IN ACTION

“Courageous and empowering. Rob speaks his truth and speaks in a relatable and inspiring manner. Rob connects with audiences through his vulnerability, humour, and examples of personal triumph. His mission now... to help others navigate and find theirs.”

Effie Bowyer

Sales Specialist, Neuromodulation, Abbott

READY TO BOLDLY MAKE A MARK ON YOUR EVENT?

Inkwell MGMT is here to collaborate with you to bring Rob Kalwarowsky's energy and expertise to your next event. Whether you're looking to inspire, motivate, or educate your audience, Rob is ready to deliver a transformative experience.

Let's make it happen! Connect with Stevie Johns at Inkwell MGMT today, and together, what we create will be unforgettable.

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