

"One of the most compelling speakers we've ever hosted - visionary, provocative, and deeply human."

- CEO, European Real Estate Forum



Leading Through Disruption

We live in a moment of turbulence. The colliding megatrends of AI acceleration, climate stress, and geopolitical instability are reshaping the economic and political landscape. For many leaders, the instinct is to move into survival mode—to double down on short-term performance and wait for the storm to pass. Leo's focus is on mobilising a different response.

As a Lecturer in Transformative Leadership at Oxford University and former Head of Disruption & Innovation at PwC, Leo helps leaders not just map the drivers of disruption — but break through institutional and individual threat rigidity and build momentum for change.

● 75% of transformation programmes fail ● Only 12% of organisations are "future-ready" ● Teams with a shared mission are 3.5× more likely to outperform peers. So how can leaders respond?

At Oxford's Smith School of Enterprise & the Environment, Leo leads a multi-disciplinary team researching "the Paradox of Intent" mapping the cognitive and structural barriers to transformation. His work is grounded in a simple but powerful insight: It's collective efficacy that drives the intention to act. There is no transformative leader. There is only a transformative team. Leo's focus is on unlocking the power of mission-based teams—translating insight into the intention to act and drive real change.

Whether delivering keynote addresses, or advising Fortune 500 boards, Leo brings a unique combination of business experience, academic insight and engaging delivery. His sessions are fast-paced and combine cutting edge research with real world practice. They challenge assumptions, provoke new thinking, and equip leaders and teams with tools and skills that are critical for driving change under disruption.



SPEAKING TOPICS



Disruption & Innovation

- **Scenarios for the Future:** Four futures shaped by AI, climate, and geopolitics
- **FutureProofing Transformation:** Navigating threat rigidity

Transformative Leadership

- **Leadership Archetypes:** From silent rebels to catalysts
- **Building Mission-Based Teams:** Unlocking collective agency and shared purpose

FORMER CEO, Barclays

"I couldn't have asked for a more inspiring speaker."

Leo combines three key qualities as a speaker ◎ 25 years business experience as a Founder and Adviser on Megatrends, Disruption & Innovation ◎ Cutting edge academic insight on Transformative Leadership ◎ Communication skills honed as a BBC presenter

BUSINESS EXPERIENCE

- Chair of PwC Advisory Council
- Former Head of Disruption & Innovation @ PwC
- Pioneer of PwC's AI megatrends analytics
- Co-Founder of Sustainable Finance Ltd
- 10 years at World Bank (IFC)
- Winner of IFC Corporate Award for development & rollout of Equator Principles
- Judge on FT Boldness in Business Awards

ACADEMIC INSIGHT

- Lecturer on M.Sc. at Oxford University's Smith School of Enterprise & Environment
- Leading research on Paradox of Intent/resistance to change
- Tutor on Oxford Next Horizons Programme
- Co-Author of "Turnaround Challenge"

COMMUNICATION SKILLS

- BBC Panel Moderator, Presenter of multiple BBC World and Radio 4 Documentaries including FutureProofing, Hacking Capitalism, Hacking Happiness, BBC World Challenge
- Guest columnist for FT, New Statesman, Wall Street Journal

Leo has extensive experience as a Keynote, conference moderator and after dinner speaker

KEYNOTES

High-impact
Story-driven
Insight-rich

MODERATOR

Experienced
conference chair
and panel host



BOARD & IN-HOUSE

Customised,
action-focused

AFTER-DINNER

Humorous,
thought-provoking
and engaging

ADRIA Forum

"Witty, sharp and brilliantly inspiring."

BFA

"Absolutely loved having Leo Johnson as a speaker!"