



Jeremy Blain

AUTHOR

Most senior teams know their organisations cannot scale decision-making fast enough to match the pace of change. Authority sits too high, accountability sits too low, and the layer in between is asked to execute strategy without the licence to lead. The question is not whether to distribute leadership, but how to make it operate without losing coherence, control, or commercial discipline.

Jeremy Blain helps boards and executive teams turn distributed leadership from a stated value into an operating system, so authority, accountability, and capability move closer to where the work happens.

Jeremy Blain's 2026 Biography

AVAILABLE FOR

- Speaking

Why organisations work with Jeremy Blain

- He has published the operating detail behind distributed leadership, including a five-point organisational blueprint and a 90-day implementation roadmap, so the conversation moves past intent into execution.
- His OpenHR framework, co-authored with Dr. Rochelle Haynes, gives HR and people leaders a working model for designing a workforce that blends employees, contractors, and open talent without losing coherence.
- Twenty-five years operating as a CEO and board officer across the UK and Asia, including seven years running an international consultancy from Singapore, mean the boardroom register is native, not learned.
- Recognition from credible third parties, Gold at the 2024 Global Book Awards for Unleash the Inner CEO and ACQ5 International Gamechanger of the Year 2023, confirms the work has been independently judged on substance.
- He brings frameworks that travel beyond the keynote, with diagnostic tools and culture-building activities organisations can take into their own leadership development programmes.

JEREMY'S SPEAKING THEMES

- Change Management
- Digital Transformation
- Executive Development
- Future of Work
- Leadership
- Organizational Agility
- Workforce Transformation

LANGUAGES: English

Biography highlights

- Founder and CEO, Performance Works International, advising boards and executive teams on leadership and digital transformation.
- Author of The Inner CEO and the second edition Unleash the Inner CEO, both award-winning titles on distributed leadership.
- Co-author with Dr. Rochelle Haynes of OpenHR: The Human Capital Framework for the Blended Workforce.
- Fellow of the Institute of Directors, London since 2003; senior board advisor to WDHB and co-founder of the Transformational Leadership

Acceleration Institute.

- Named International Gamechanger of the Year by ACQ5 in 2023.
- Featured in Forbes, The Times of London, CEO Today, Dialogue by Duke CE, and Business Matters; host of the Rethink Leadership podcast.

Biography

Distributed leadership has been talked about for two decades. What has been missing is a working model that boards and operating committees can actually run. Jeremy Blain has spent his career building that model, first as a CEO and board officer in the UK and Asia, and now as the founder of Performance Works International.

The argument is set out in *The Inner CEO* and its updated second edition, *Unleash the Inner CEO*, which won Gold in the Business Leadership category at the 2024 Global Book Awards. The book offers a five-point blueprint for the conditions, structures, and processes that make distributed leadership operational, plus a 90-day roadmap for managers and individual contributors. It is closer to an implementation manual than a thesis.

A second strand of the work, *OpenHR*, co-authored with Dr. Rochelle Haynes, addresses what happens when the workforce itself is no longer a single category. As organisations blend employees, contractors, freelancers, and open talent, traditional human capital systems strain. *OpenHR* offers a framework, glossary, and templates for designing people strategy across that mix.

The credibility behind the frameworks is operational. Seven years running an international consultancy from Singapore. Twenty-five years in corporate learning and human capital. Senior board roles at WDHB and the Intercontinental School of Economics and Applied Sciences. ACQ5 named him International Gamechanger of the Year in 2023, and his commentary appears in Forbes, The Times of London, and Dialogue by Duke CE. Boards work with him because the prescriptions come with the receipts.

Key speaking topics

- Distributed leadership as an operating model
- Digital and AI transformation for boards and executive teams
- Human capital strategy for the blended workforce
- Empowerment and accountability at scale
- Leadership development across multinational and multi-generational teams
- Culture and capability for hybrid, AI-enabled organisations

Ideal for

- CEOs, COOs, and executive committees rewiring decision rights and accountability across the organisation
- CHROs and chief people officers designing for a workforce that combines full-time, contract, and open talent
- Boards reviewing the leadership and culture preconditions for digital and AI transformation
- Transformation, change, and leadership development leads building scalable programmes across regions

Audience outcomes

- A clearer view of where authority and accountability are misaligned in their own organisation
- A practical reference model for distributing leadership without losing strategic coherence
- A framework for designing human capital strategy across employees, contractors, and open talent
- Specific diagnostic questions to take into the next executive committee or board agenda
- Language for confronting the gap between stated leadership values and observed leadership behaviour

Jeremy Blain's 2026 talks & topics

Leading in 3D - The new rules of transformation leadership

A working session on the leadership behaviours, structures, and decision rights that determine whether transformation programmes hold under pressure.

Key takeaways:

- The three dimensions of leadership accountability that decide transformation success
- Where executive teams typically lose coherence and how to rebuild it
- A diagnostic for assessing readiness across the senior leadership population

Digital Done Right - The digital and AI transformation playbook for leaders and boards

A boardroom-level playbook for governing digital and AI transformation as a leadership question, not a technology question.

Key takeaways:

- The leadership decisions that determine whether AI investment converts into commercial outcomes
- Board oversight patterns that work and the ones that quietly fail
- A practical sequence for moving from strategy to enterprise-wide adoption

People Power - How empowerment scales performance and possibility

A session on the operational mechanics of empowerment, drawn from the Unleash the Inner CEO blueprint.

Key takeaways:

- The organisational conditions under which distributed leadership works and where it fails
- The five points of the distributed-leadership blueprint applied to a working organisation
- A 90-day starting roadmap for managers and individual contributors

OpenHR - Maximising human potential in a hybrid AI-powered world

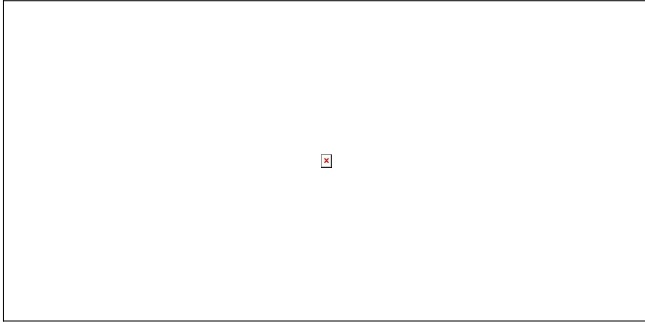
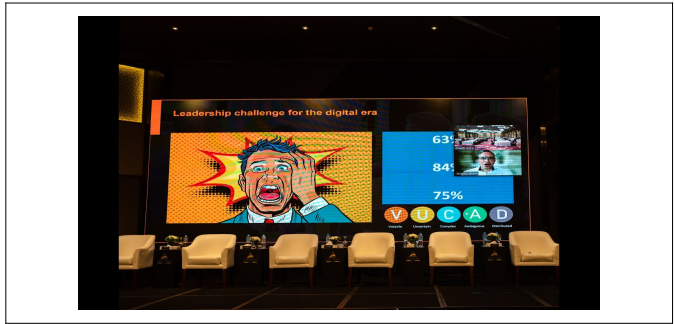
A working session on designing human capital strategy for a workforce that is no longer a single category.

Key takeaways:

- The shift from closed to open talent models and what it means for HR architecture
- A framework for managing the blended workforce of employees, contractors, and open talent
- Templates and roadmaps senior people leaders can take back to their own teams

Jeremy Blain's Videos





What Jeremy Blain's clients say

Jeremy has long been well ahead of the curve in transforming businesses to be led by everyone, not just its leaders, and if ever there was a time to accelerate that process, it is now.

Paul Hargreaves

CEO (Author of Forces for Good: Creating a better world through purpose-driven businesses), Cotswold Fayre, UK

I have worked with Jeremy for many years now and his ability to take our global and regional leadership teams to a new level of thinking always amazes me. Jeremy always adds a human touch to the digital and data advances we need to make for clients and markets - I would recommend Jeremy to any company that wishes to compete in a different playing field to its competition.

Michael Gardner

CEO Medical Services, International SOS

It is an undeniable fact that Jeremy is one of the most inspirational speakers that I have ever met. His profound knowledge of Leadership, HR and Digital Transformation, along with practical experience in various types of company, allowed him to give us valuable information in the field. He possesses a natural charisma, and ability to keep the whole room excited.

Nguyễn Phạm

Talent Acquisition, Autonomous Inc, Vietnam

Jeremy is very smart, intuitive and forward leaning. His communication skills are extraordinary, and his insight very relevant and timely. He is a leader of the time. He is exactly what the marketplace needs now and into the future...

Laura Goodrich

Founder, CEO and Bestselling Author 'Seeing Red Cars'

Jeremy is a great public speaker, a thinker on his feet, an action-based expert, and a proactive leader. Jeremy is also highly respectable gentleman of principles.

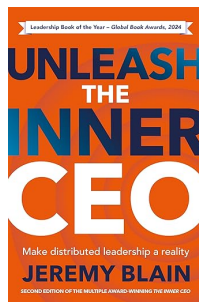
Hong Him Ong

CEO, GoldWorth Pte. Ltd. Singapore

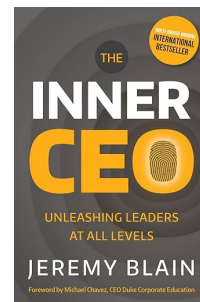
JEREMY'S LATEST BOOKS



OpenHR: The Human Capital Framework for the Blended Workforce



Rethink Press Unleash the Inner CEO: Make distributed leadership a reality



The Inner CEO: Unleashing leaders at all levels

ARTICLES AND PODCASTS



The Open Talent Revolution: Are You Ready?

Jeremy Blain's 2026 speaking fees

Specific fees fall within the ranges shown. These are presented as a guide only and are subject to change without notice.

	EUR	GBP	USD
Home Country	Under €12000	Under £10,000	Under \$15000
Asia Pacific	Please enquire	Please enquire	Please enquire
Europe	Please enquire	Please enquire	Please enquire
Middle East & Africa	Please enquire	Please enquire	Please enquire
South America	Please enquire	Please enquire	Please enquire
United Kingdom	Under €12000	Under £10,000	Under \$15000
US East Coast	Please enquire	Please enquire	Please enquire
US West Coast	Please enquire	Please enquire	Please enquire
Virtual	Under €12000	Under £10,000	Under \$15000