



Joy Poole

Leaders promoted for their expertise are often underprepared for the experience of leading under sustained pressure. When the situation is uncertain, the decision picture is incomplete, and the team is watching, personal composure becomes a strategic variable, not a soft skill. Most organisations invest heavily in external change capability while leaving the internal mechanics of leadership under pressure almost entirely unaddressed.

Joy Poole draws on two decades of senior leadership at global technology and consulting firms, and the less usual experience of crewing an ocean circumnavigation, to help leadership audiences understand how to think, decide and show up when conditions are hardest.

Joy Poole's 2026 Biography

AVAILABLE FOR

- Speaking

Why organisations work with Joy Poole

- Joy addresses a gap most leadership development programmes leave entirely open: not what leaders should do under pressure, but how they actually operate internally when clarity is scarce, the stakes are high, and the team is watching.
- Her background at Meta, in large-scale consulting environments, and across high-growth technology companies gives her a working knowledge of the specific pressures that senior audiences are navigating.
- As a credentialed executive coach with a practice built around leaders under sustained load, she brings a level of depth and practical tool-transfer that most leadership keynote speakers cannot replicate from the stage.
- The sailing narrative, crewing an ocean circumnavigation as part of a team, is not an adventure story bolted onto a leadership talk. It provides an environment in which the same principles about self-leadership under pressure have been tested and proven.
- Joy customises her engagements as a matter of principle. A leadership team at a fintech navigating rapid growth is not the same audience as a professional services firm managing restructuring, and she treats them accordingly.

JOY'S SPEAKING THEMES

- Change Management
- Emotional Intelligence
- Executive Development
- Leadership
- Resilience & Stress Management
- Values-Based Leadership

LANGUAGES: English

Biography highlights

- 20 years in senior sales, consulting and leadership roles across Google, Facebook/Meta, Capgemini, and Arthur Andersen
- Certified Professional Coach, Institute for Professional Excellence in Coaching (iPEC); Master Practitioner of the Energy Leadership Index; Transitions Dynamics Specialist

- Executive Programme certificates from the University of Oxford and the London School of Economics
- Speaker at internal leadership forums for Meta and at industry conferences across technology, media, and financial services
- Completed a round-the-world sailing circumnavigation – her second parallel environment for testing how leaders perform when conditions are extreme

Biography

Senior leadership in fast-moving technology and consulting organisations teaches you a great deal about performance under pressure.

It teaches you rather less about what is actually happening inside a leader while all of that performance is required. Joy Poole spent two decades at the centre of that tension in senior roles at Meta, Capgemini, and Arthur Andersen, before building a practice around the gap she identified.

Her core argument is precise: when organisations face uncertainty, change, or sustained pressure, the variable that most determines leadership quality is not expertise or experience alone.

It is how clearly and calmly a leader can operate within themselves; how they think when the picture is incomplete, how they make decisions when there is no clean answer, and how they show up for their teams while also carrying their own uncertainty.

This is self-leadership, and she treats it as a practical capability, not a motivational concept.

Joy holds executive credentials from the University of Oxford and the London School of Economics alongside certification from the Institute for Professional Excellence in Coaching.

She brings to the stage what most leadership speakers cannot: a decade of operational experience at genuine scale, combined with years of coaching senior executives through exactly the internal dynamics she speaks about.

An unusual secondary proof point sits alongside her professional record. Joy is currently completing a round-the-world sailing circumnavigation; an environment that applies the same conditions her leadership audiences face, stripped to their essentials.

The lessons from both settings reinforce the same argument: what determines performance under pressure is not position or preparation. It is the quality of self-leadership.

Key speaking topics

- Self-leadership under pressure and uncertainty
- Decision-making in ambiguous conditions
- Composure and credibility under sustained organisational load
- Leadership during restructuring and change
- Confidence and presence for senior leaders
- Trust as a leadership capability

Ideal for

- HR and L&D directors commissioning leadership development sessions

for offsites, internal forums, or away-days during periods of significant organisational change: restructuring, reorganisation, or high-growth phases

- Executive and senior leadership programme managers looking for a session that is grounded and practical rather than motivational
- Senior leadership teams in technology, financial services, professional services, and consulting where pace and pressure are structural features of the environment

Audience outcomes

- A clearer, more honest account of how they actually operate under pressure, not how they think they should operate
- Practical tools for improving self-leadership composure in high-stakes situations that can be applied immediately
- A reframe of uncertainty and incomplete information as conditions to be navigated rather than problems to be solved
- Greater understanding of how their own internal state affects team performance and organisational credibility
- A shared vocabulary for a leadership conversation that most organisations do not currently have language for

Joy Poole's 2026 talks & topics

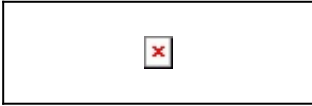
When the Compass Spins: Leading Yourself Through Uncertainty

Through honest storytelling and direct challenge, this talk brings into focus what self-leadership actually requires when clarity is scarce and pressure is high: drawing on both senior corporate leadership and the hard-won lessons of a round-the-world sailing circumnavigation.

Key takeaways:

- Self-leadership as the foundational capability for leading others well under pressure
- Simple decision-making frameworks for navigating ambiguity without waiting for clarity that may not come
- Practical emotional regulation strategies and a values-based compass for sustaining credible, calm leadership

Joy Poole's Videos



What Joy Poole's clients say

Joy's thoughtful approach provoked open and spirited discussion, not only supporting our personal journeys with regards to challenging our own limiting biases, but also building a safe environment for the team to connect and share.

Christie Travers-Smith

Head of Travel & Retail Partnerships, EMEA, Google

One of the best communicators I've ever met. Joy is able to demystify complex and intimidating topics using her relatable style and language. As a result, the audience is put at ease and primed for learning and growth.

Anni Tankhiwale

Regional Director, Meta