

## Lilah Jones

### BUSINESS LEADER

Leadership teams stall when the strategy is clear but the next move is not. People wait, hedge, and run another planning cycle while competitors move. The hard problem is not motivation or alignment; it is converting senior managers from analysis to decisive action inside a quarter, without losing the rigour that made them credible in the first place.

Lilah Jones is a former Google Cloud sales leader who helps executive teams move from decision paralysis to confident action during transitions, mergers, restructures, and strategy resets.

## Lilah Jones's 2026 Biography

### Why organisations work with Lilah Jones

- She has run the room she is now coaching. Two decades inside Microsoft, Oracle, and Google Cloud, including a stint as head of corporate sales for North Central U.S., means her advice carries the weight of someone who carried a number.
- Her Activation Methodology gives leaders a structured way to break decision deadlock, not a pep talk. Audiences leave with a sequenced plan for the next ninety days, owned by named people.
- She speaks to the operator's problem during transitions: how to keep a team executing while the strategy, structure, or leadership above them is still being rewritten.
- She built and led inside a sales organisation that grew Google Cloud from a standing start into one of the largest enterprise franchises in tech, and she draws her examples from that environment rather than from secondary research.

### Biography highlights

- Roughly nine years at Google, including a role on Google Cloud's founding sales team and head of corporate sales for North Central U.S.
- Earlier enterprise sales and sales-management roles at Microsoft and Oracle.
- Adjunct faculty at Suffolk University's Sawyer Business School, teaching working professionals.
- Creator of the Activation Methodology, the framework behind The Activated Leader keynote and her eight-week Activated Leader group coaching programme.
- Has spoken for and worked with organisations including Microsoft, Google, HP, WISE, DePaul University, NIST, Lesbians Who Tech, and Women of Influence.

#### AVAILABLE FOR

- Speaking

#### LILAH'S SPEAKING THEMES

- Change Management
- Employee Engagement
- Executive Development
- Sales & Customer Acquisition

#### LANGUAGES: English

## Biography

Most leadership programmes assume the bottleneck is skill. Inside large enterprises during a restructure or strategy reset, the bottleneck is usually decisions. Capable managers stop committing because the next layer up is still moving, and entire quarters disappear into preparation that never ships.

Lilah Jones spent roughly two decades inside that environment. She joined Google Cloud's founding sales team and later ran corporate sales for the North Central U.S., after earlier sales and management roles at Microsoft and Oracle. The through-line of that career is selling and managing while the surrounding business is being rebuilt, which is the same condition most of her clients now face.

The work she does today turns that operator experience into a method. Her Activation Methodology, taught through The Activated Leader keynote and an eight-week group coaching programme, is built around a single move: getting leaders from analysis to commitment with a clear, sequenced plan and named owners. The named keynotes around it, including Courage as a Carry-On and Manage Your Blindspots, address the adjacent problems of feedback, self-advocacy, and the personal cost of stalled decisions.

She also teaches, as adjunct faculty at Suffolk University's Sawyer Business School, and has worked with organisations including Microsoft, Google, HP, WISE, DePaul University and NIST. The audience she is most useful to is the layer of senior managers and directors who are expected to drive a transition without the authority to redesign it.

## Key speaking topics

- Leading through transitions and restructures
- Executive decision-making under uncertainty
- Sales leadership and high-performing commercial teams
- Psychological safety and feedback culture
- Career transitions for senior operators
- Transformation execution inside large enterprises

## Ideal for

- CROs, CCOs and sales leadership running through reorganisation, integration or new go-to-market models
- Heads of leadership and executive development designing programmes for director and VP populations
- CHROs and transformation leads running enterprise-wide change where middle-layer execution is the constraint
- Women in leadership networks and senior-women development programmes inside large organisations

## Audience outcomes

- A named method for moving a stalled leadership team from review to commitment within a defined window.
- Specific language for separating the decisions that need more analysis from the ones that have been ready to make for weeks.
- A clearer view of how feedback culture and psychological safety either accelerate or quietly block execution.
- Concrete examples from inside Google Cloud, Microsoft and Oracle of

how senior leaders behave when their own ground is shifting.

## Lilah Jones's 2026 talks & topics

### **The Activated Leader**

A working session that takes a leadership audience from decision paralysis to a sequenced action plan using the Activation Methodology.

#### **Key takeaways:**

- A structured way to identify which decisions are genuinely waiting on information and which are waiting on courage.
  - Language and prompts for surfacing the real reason a team is stalled.
  - A ninety-day commitment plan that leaves the room with named owners.
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### **Courage as a Carry-On**

A keynote on how senior operators build the personal capacity to act in unfamiliar territory, drawn from her own travel and career transitions.

#### **Key takeaways:**

- A practical view of how confidence is built through commitment, not the other way round.
  - Patterns for asking for help without losing authority.
  - A way to treat discomfort as a working signal rather than a warning sign.
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### **Manage Your Blindspots: Giving and Receiving Feedback**

A talk on the feedback habits that separate teams that keep improving from teams that quietly plateau.

#### **Key takeaways:**

- How to give corrective feedback to peers and senior reports without rupturing the relationship.
  - How to receive feedback on your own leadership without absorbing it as identity.
  - The link between feedback culture and the speed at which a team can change direction.
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### **Finding Your Voice: Advocating Like a Boss**

A keynote on self-advocacy for senior women and underrepresented operators inside large organisations.

#### **Key takeaways:**

- Concrete patterns for asking for scope, sponsorship and pay with evidence.
- How to position your work upwards without overclaiming.
- A framework for choosing which battles to fight in your current seat.

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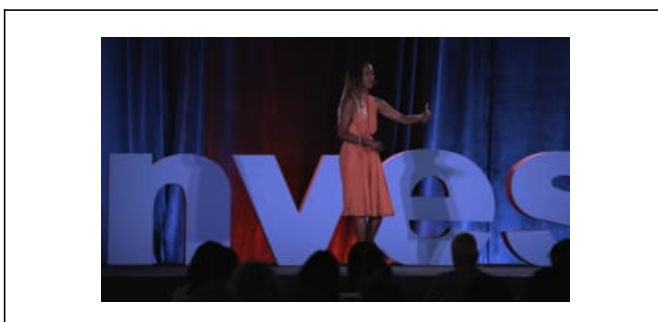
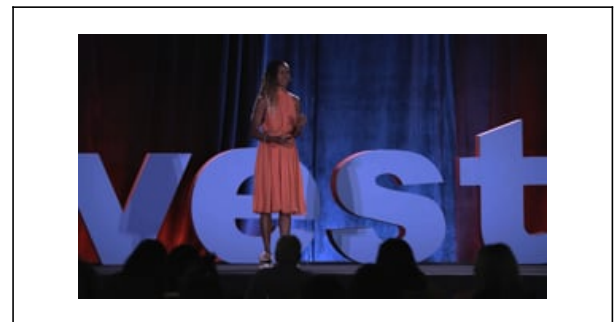
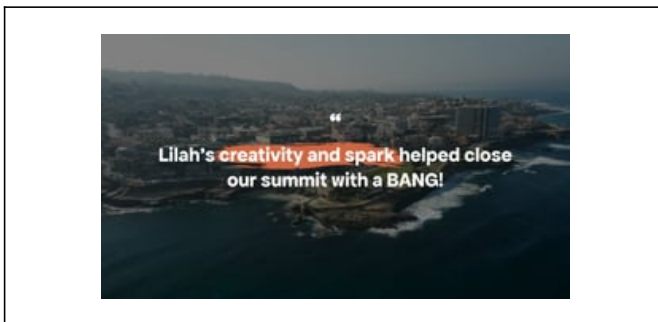
### **The Personal Offsite: Prioritising You**

A reflective working session built around her free Road to Renewal workbook, aimed at senior leaders who have not paused in years.

#### **Key takeaways:**

- A repeatable structure for a personal strategy review.
- Prompts for separating ambition that is yours from ambition you have inherited.
- A short list of changes worth committing to before returning to the role.

## **Lilah Jones's Videos**



## **What Lilah Jones's clients say**

Lilah Jones is one of the most brilliant and badass presenters across the tech industry, period.

*Managing Director, Google*

The Activated Leader framework didn't just change our perspective. It changed our quarterly results. Our leadership team implemented her methodology and saw a 40% improvement in decision-making speed within 30 days.

*VP of Product, Microsoft*

I've booked hundreds of speakers over 15 years. Lilah is the rare presenter who delivers transformation, not just inspiration. Our attendees left with tools they could use immediately, and 90% reported taking action within one week.

*Conference Director, MPI*

After struggling with a critical transition for months, Lilah's keynote gave our team the breakthrough we needed. Three weeks later, we had executed the change that had been stalled for six months.

*Director of Operations, Aspen Dental*

## Lilah Jones'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
<b>Home Country</b>	€12000 to €40000	£10,001 - £35,000	\$15000 - \$50000
<b>Asia Pacific</b>	Please enquire	Please enquire	Please enquire
<b>Europe</b>	Please enquire	Please enquire	Please enquire
<b>Middle East &amp; Africa</b>	Please enquire	Please enquire	Please enquire
<b>South America</b>	Please enquire	Please enquire	Please enquire
<b>United Kingdom</b>	Please enquire	Please enquire	Please enquire

<b>US East Coast</b>	€12000 to €40000	£10,001 - £35,000	\$15000 - \$50000
<b>US West Coast</b>	€12000 to €40000	£10,001 - £35,000	\$15000 - \$50000
<b>Virtual</b>	Please enquire	Please enquire	Please enquire