



## Skip Bowman

**BUSINESS LEADER · FUTURIST · INFLUENCER**

Skip Bowman is an author, consultant and keynote speaker who helps leaders and organisations strengthen leadership behaviour, organisational culture and psychological safety in the context of change and transformation.

- Author of *Safe to Great: The New Psychology of Leadership*.
- Associated with the Safe2Great concept integrating growth mindset and psychological safety.
- Professional background spanning approximately 25 years working with international organisations across Europe.
- Australian-born and Europe-based.
- Academic background includes finance studies and postgraduate degrees in psychology, including organisational psychology.

### Skip Bowman's 2026 Biography

#### Key speaking topics

- Psychological safety
- Growth mindset
- Leadership behaviour
- Organisational culture
- Leadership and change
- Cross-cultural leadership
- Organisational transformation

#### Ideal for

- Senior leaders and executive teams
- HR, people and culture leaders
- Organisations navigating cultural or leadership change
- International and cross-border teams

#### Audience outcomes

- Clear understanding of psychological safety and growth mindset in leadership.
- Practical perspectives on leadership behaviour and culture.
- Insight into leading change across diverse organisational contexts.
- Shared language for discussing culture, trust and leadership dynamics.

#### Why organisations work with Skip Bowman

- Brings an integrated leadership framework grounded in psychology and organisational practice.

#### AVAILABLE FOR

- After Dinner Engagement
- Speaking

#### SKIP'S SPEAKING THEMES

- Change Management
- Corporate Culture
- Cultural Intelligence
- Culture Transformation
- Leadership
- Learning & Development

**LANGUAGES: Danish, English**

- Combines authorship, consulting and keynote experience.
- Experienced working across multiple European and international contexts.
- Focuses on leadership and culture challenges relevant to modern organisations.

## Biography

Skip Bowman works with organisations navigating leadership, culture and behavioural change, with a focus on psychological safety and growth mindset as practical enablers of performance and transformation. His work addresses how leadership behaviour shapes culture, trust and adaptability in complex operating environments.

He is the author of *Safe to Great: The New Psychology of Leadership*, which sets out his thinking on the relationship between psychological safety, mindset and organisational effectiveness. The book reflects his applied approach to leadership development, grounded in behavioural science and real-world organisational contexts.

Bowman is closely associated with the Safe2Great concept, a structured model that integrates growth mindset and psychological safety to support leadership, team and cultural development. The framework is used across his speaking and consulting work to help organisations assess and strengthen leadership capability during periods of change.

Australian-born and Europe-based, he brings approximately 25 years of experience working with international organisations across multiple European markets. His academic background includes studies in finance and postgraduate degrees in psychology, including organisational psychology, informing a practical, evidence-led perspective on leadership and culture.

Skip Bowman is an author, consultant and keynote speaker focusing on how to transform organizations to the green economy with a growth mindset and psychological safety.

He's also a Hippobuster - challenging toxic leaders to change their ways.

Australian-born and Europe-based, he has worked with global organizations for over 25 years developing unique programs and approaches that are captured in his recently released Safe2Great concept.

"People first" is Skip's mantra for success in business, leadership, and change. Only when people feel valued and respected can you fully realize the potential of a purpose-based organization.

The future of leadership is green and digital. And there is a need to reimagine and reengineer how we lead and organize to meet the challenges of the mid-21st century.

He has spent the last 8 years studying the connections between mindset and effectiveness. This has led to the development of the Safe2Great concept and assessment tools.

This is the first-time the concepts Growth Mindset and Psychological Safety have been integrated into one approach to leadership and organisational development.

Skip's approach to consulting and coaching is both inspirational and challenging.

There is both a Bright and Dark side to leaders and corporate cultures that must be embraced in any truly transformational approach to growth.

He argues that we need principles for leading and organizing that are effective, morally right and save the planet. These must lead to a vision of prosperity-for-many rather than profit-for-the-few as the goal of all responsible businesses.

Globally savvy, Skip has regular consulting and keynote commitments in Europe, North America, Asia, Africa and the Middle East.

He uses two working languages (Danish & English). He grew up in Perth, Australia and has spent most the last 25 years working in Switzerland, England, France, and Denmark.

After studying Finance in Australia, he attained his M.A. in Psychology and Languages in Copenhagen. Skip has a Master in Organizational Psychology (Denmark) and completed additional training in cross-cultural management, group dynamics, coaching, and cultural change.

His book "Safe to Great - The New Psychology of Leadership" will be published in the US in September 2023 and outlines his new psychology for leadership and an integrated process for implementing a Growth Mindset based on Psychological safety in organisations.

## **Skip Bowman's 2026 talks & topics**

### **Growth Mindset - How to bring the success of Microsoft to your organisation**

This talk explores how a growth mindset supports organisational learning, adaptability and change, using lessons drawn from Microsoft's transformation.

#### **Key takeaways:**

- What a growth mindset means at individual and organisational level
- How embracing change and learning supports long-term adaptability
- Practical ways leaders can encourage learning, experimentation and skill development

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### **Psychological Safety - How you really make your team or organisation safe for great work**

This talk examines psychological safety and its role in enabling trust, collaboration and effective performance in teams and organisations.

#### **Key takeaways:**

- What psychological safety is and why it matters for teams
- The role of leadership in building trust and open communication

- Practical approaches to creating environments where people feel safe to contribute
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### **Leading Change with a Growth Mindset**

This talk focuses on how leaders can use a growth mindset to navigate organisational change and address resistance.

#### **Key takeaways:**

- How a growth mindset supports leaders during change
  - Reframing resistance and failure as part of learning and development
  - The connection between growth mindset, psychological safety and innovation
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### **Global Leadership**

This talk addresses the realities of leading diverse, geographically dispersed teams and developing effective global leadership practices.

#### **Key takeaways:**

- Key differences between global and local leadership
  - Common challenges of leading dispersed and multicultural teams
  - Practical guidance on improving global communication and collaboration
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### **Growth Mindset in Project and Leadership Teams**

This talk explores how growth mindset and psychological safety work together to support project delivery and leadership effectiveness.

#### **Key takeaways:**

- How growth mindset and psychological safety reinforce each other in teams
  - Leadership practices that support trust, learning and open communication
  - The impact of these principles on problem-solving and project work
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### **Transforming Organisational Cultures with Safe2Great**

This talk introduces the Safe2Great approach and how growth mindset and psychological safety can support cultural change.

#### **Key takeaways:**

- The core principles behind the Safe2Great method
- How growth mindset and psychological safety influence organisational culture
- Leadership actions that support cultural alignment and behavioural change

## Skip Bowman's Videos



## What Skip Bowman's clients say

If you want your company to be ready and shaped for the future, if you want to gain better results and strengthen your effectiveness through better communication and internal collaboration, then call Skip!

**Kristian Poulsen**

Skip was both pleasant, funny and knowledgeable - and inspiring to everyone who was at the meeting. Highly recommended to everyone who is searching for insights in cross-cultural work life.

**Emilie Fuglsang**

The presentations drove me to think, personally re-evaluate and consider how I was operating and what needed to change.

**Maria Nielsen**

Motivational, humoristic, empowering, developmental, inclusive and at times unconventional in an otherwise relatively conservative environment are just a few of Skip's qualities.

**Martin Seest**

With an excellent blend of domain knowledge, understanding of Danish culture and aussie charm, Skip makes the psychology in cultures relevant and understandable.

**Klaus Elk**

Skip was running the organizational development for managers and potential managers. Skip was a very enthusiastic instructor and programme manager.

**Lars Trap**

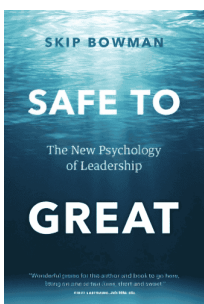
Skip, you have the gift of messaging and flow. The anecdotes and stories are so helpful as individuals look to understand a new concept.

Many thanks for taking up this important idea for us.. I think it's going to be extremely valuable.

**Mary Alice Callahan**

*Sales Training Consultant, Sentec, Inc.*

## SKIP'S LATEST BOOKS



## **Skip Bowman'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.

	<b>EUR</b>	<b>GBP</b>	<b>USD</b>
<b>Home Country</b>	Under €12000	Under £10,000	Under \$15000
<b>Asia Pacific</b>	Under €12000	Under £10,000	Under \$15000
<b>Europe</b>	Under €12000	Under £10,000	Under \$15000
<b>Middle East &amp; Africa</b>	Under €12000	Under £10,000	Under \$15000
<b>South America</b>	Under €12000	Under £10,000	Under \$15000
<b>United Kingdom</b>	Under €12000	Under £10,000	Under \$15000
<b>US East Coast</b>	Under €12000	Under £10,000	Under \$15000
<b>US West Coast</b>	Under €12000	Under £10,000	Under \$15000
<b>Virtual</b>	Under €12000	Under £10,000	Under \$15000