



## Lynda Gratton

Global authority on people, [leadership](#) and the [future of work](#)

Ranked among the Top 50 world's most influential management and business thinkers on the 2021 Thinkers50 list, Lynda Gratton is a Psychologist, with a unique focus on organizational change, and the movement of business from a competitive to a more collaborative work space.

## Lynda's biography

### About Lynda Gratton

Lynda is the founder of Hot Spots Movement and since 2008 she has led The Future of Work Research Consortium which has brought together executives from more than 100 companies.

Over the last 20 years Lynda has written extensively about the interface between people and organisations. Her eight books cover the link between business and HR Strategy (*Living Strategy*), the new ways of working (*The Democratic Enterprise*), the rise of complex collaboration (*Hot Spots and Glow*) and the impact of a changing world on employment and work (*The Shift*).

In 2012, *The Shift* received the business book of the year award in Japan and has been translated into more than 15 languages. In 2015 *The Key* won the CMI Management Book of the Year. This book looks at the impact of the changing world on corporate practices and processes and on Leadership. In 2016, Lynda Gratton and co-[author](#) Professor Andrew Scott, published *The 100-Year Life: Living and Working in an Age of Longevity*, which, translated into many languages, continues to generate significant interest across the world, also in Japan, where it quickly became a bestseller. It was shortlisted for the FT Business Book of the Year award.

Lynda's work has been acknowledged globally – she has won the Tata prize in India; in the US she has been named as the annual Fellow of NAHR and won the CCL prize; whilst in Australia she has won the HR prize. Lynda is a Fellow of the World Economic Forum and has chaired the WEF Council of leadership. She has served as a judge on the FT Business Book of the Year panel, chairs the Drucker Prize panel and is on the governing body of London Business School. In 2017, Lynda became an Advisor for GoogleOrg's initiative to help people prepare for the changing nature of work and was also, as the only foreigner, invited by Prime Minister Abe of Japan to join a new advisory council "Council for designing the 100-year-life society".

Lynda is known for her engaging and inspirational speaking style, drawing on the latest thinking and cutting-edge research. Organisations she has spoken for include the RSA, Roche, Microsoft and the

World Economic Forum. Here are a list of some of her key speaking areas:

### **Leadership**

It's impossible to ignore the fact that those who lead corporations find themselves under increasing pressure. Many are plagued by the short-termism of the financial markets, which pushes them to prioritise efficiency, speed and profit in order to deliver shareholder value. At the same time, trust in corporations is on the decline, and ever more vocal citizens are forming themselves into worldwide communities of interest that are using the power of the crowd to influence corporate policy. And yet, while these pressures may be sweeping away some of the Leadership capabilities we hold dear they are also clearing the way for new ideas about what leadership can and should be.

### **Corporate resilience**

Today's corporations are faced with the implications of [climate change](#), of inequality, and of the gap between their needs and the available pool of talent. These challenges are on a greater and more global scale than ever before, and emerging at an ever faster trajectory. Previously stable companies find themselves on shaky ground – and the negative consequences of the problems that surround them are proving difficult to reverse. How can corporations navigate these waters and continue to succeed in such a challenging environment.

### **The Hundred Year Life**

We are at the dawn of the 100-year life. This creates enormous opportunities, but also significant challenges and risks. Drawing on psychological and economic research to introduce the concepts of tangible and intangible assets at the level of the individual, exploring how a three-stage career will evolve and what it means to work for up to 80 years. From the corporate perspective, we will consider what this means for selection and development, for mentoring and [coaching](#), and how corporations are beginning to prepare for what will without doubt be the most significant change in human capital ever faced.

### **Collaboration**

Management teams see strong collaborative capabilities as a must-have rather than a nice-to-have – but the conventional design of organisations is not geared towards fostering a collaborative way of working. The latest advances in research on collaboration have a lot to teach us about becoming more collaborative, including the role generosity has to play, how best to recognise and reward collaboration, and opening up the debate on diverse teams.

### **the future of Work**

What will our working lives look like 20 years from now? What should we be preparing for? How will we be working, where will we be working and who will we be working with? Explore the changes we are all facing and learn about the skills and behaviours we need to learn to remain competitive.

## **Lynda's talks**

- **Leadership**

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- **Beyond Business As Usual**

Large, powerful organizations have a responsibility to play an important role in society. Lynda Gratton explains how leaders should take responsibility for this and be a force for good by engaging employees in how to be collectively greater than just being defined by the financial returns of “business as usual.”

- **Glow: How You Can Radiate [Energy](#), Innovation, and Success**

- **The Democratic Enterprise**

- **Strategic Human Resource Management**

- **Corporate Resilience**

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- **Cooperation vs. Competition**

In a competitive industry it can be difficult to be cooperative. But organizations based on trust are better places to work than those with a competitive atmosphere as cooperation can be extremely powerful, and lasting value can be created when people work together.

- **Hot Spots: The New Rules for Creating Extraordinary Energy Through Boundaryless Cooperation**

- **Free To Choose: Building the Democratic Organization**

- **Implementing a Strategic Vision - Key Factors for Success in Long Range Planning**

- **The Hundred Year Life**

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- **Finding The Flowers Amongst The Weeds**

Leaders must focus on the few things that will really make a difference to their organization. Lynda Gratton encourages leaders to make sure their priorities are landmark priorities that are tightly aligned to their objectives and then find ways to filter these ideas down, as they are hugely important to the future of the company.

- **The Power Of Good Conversation**

Executives who are prepared to have meaningful, purposeful conversations become powerful role models to people around them about what's valued in the workplace.

- **The Exceptional Manager: Making the Difference**

- **Living Strategy: Putting People at the Heart of Corporate Purpose**

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