

Steve Gladis, Ph.D.

Professor, Leadership Speaker, Author, and Executive Coach

A leadership speaker and executive coach, Steve Gladis is an authority on the topic of leadership. CEO of Steve Gladis Leadership Partners—a leadership development company—he is also the author of 24 books on leadership. A professor at George Mason University, he serves as a Senior Scholar in Mason's Center for the Advancement of Well-Being. Steve works with businesses, associations, and U.S. government agencies, and he speaks regularly at conferences and corporate offsites. A former faculty member at the University of Virginia, Dr. Gladis also served as an FBI special agent and was a decorated officer in the U.S. Marine Corps. His company donates a significant portion of corporate profits back to the community.



Some of his books include: *Leading Teams: Understanding the Team Leadership Pyramid*; *Leading Well: Becoming a Mindful Leader-Coach*; *The Trusted Leader: Understanding the Trust Triangle*; *Smile. Breathe. Listen: The 3 Mindful Acts for Leaders*; *Self-Leadership: Become the CEO of your Own Career*; and *Solving the Innovation Mystery*. His books, including the popular *Positive Leadership: The Game Changer at Work*, are available on Amazon.

Video/Audio: [Steve Gladis Videos](#)

Books: [Steve Gladis Amazon Author Page](#)

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Leadership Workshop Topics

Positive Leadership: A clear trend has emerged in the field of leadership—a focus on the power of positivity. There is overwhelming research that positive people are easier to work with, more productive, more creative, and far more open to change than their less positive peers. The good

news is that positivity can be learned. Citing research and practice from the best professionals in this business of well-being, Dr. Gladis sets up a three-step formula to create more positive leaders, who in turn develop “healthy” workplaces and deliver greater results for their organizations. Based on his book, *Positive Leadership: The Game Changer at Work*. [See a speech on Positive Leadership](#).

The Coach-Approach Leader. Many leaders were raised and developed in environments where the dominant leadership style was authoritative. This style resembles a command and control, military-like style, which may be effective in times of combat, but often fails in today’s fast paced, open and agile business world. Dr. Gladis shares the new, more effective leadership style, the “Coach-Approach,” based on research and best practices from the world’s greatest leaders – teaching leaders the power of questions, curiosity and possibilities rather than giving answers and barking orders. Based on his book, *Leading Well: Becoming a Mindful Leader-Coach*. [See this series of videos](#).

Mindful Leadership. Based on the science associated with these simple but powerful acts of mindful leadership, this book explains how to execute each act. In fact, there are specific ways for leaders to smile, to breathe, and to listen. This interactive speech is not only fun but immensely substantive. This keynote will have people engaged and enthusiastic – a great way to start off a conference. Based on his book, *Smile. Breathe. Listen. The Three Mindful Acts for Leaders*, Dr. Gladis relates stories and compelling research that will surprise even the most skeptical in the room and will add powerful tools to their leadership toolbox. [See an overview video about mindful leadership](#).

Leading Teams. Much of what we thought we knew about teams, isn’t necessarily so. Current research has surfaced some new insights that lead to great teams. After several years of “researching the researchers” Steve and Kimberly Gladis have found some keen new insights revealing what every leader will want to know and use immediately to build stronger teams, both in person and virtual. Written in accessible, non-academic language with an accompanying case study, this one-hour read is exceptional. Based on their new book: *Leading Teams: Understanding the Team Pyramid*, the authors will take you through a series of exercises to help you build the best teams possible. [See this brief overview of Leading Teams](#).

Innovative Leadership. In the face of global competition and the explosion of technology, innovation is today’s business imperative. How else does a company remain both productive and adaptive? This interactive speech questions false assumptions about innovation and offers a simple, powerful and useful “innovation equation” that will help any company reliably and consistently adapt to change and innovate. Based on his book, *Solving the Innovation Mystery: A Workplace Whodunit*, Dr. Gladis offers specific steps to solve your own innovation equation by understanding how to fuel your company’s innovation engine systematically, paving a straight path to commercializing creative business solutions. [See this short video series on innovative leadership](#).

Other Leadership Development Workshops

- **Making Team Decisions:** Using a Coach-Approach to teams, participants will learn about the power of appreciative inquiry when approaching problems or issues. Participants will also learn how to apply action-learning techniques. Teams will get hands-on experience working on real, pressing issues they face in their organizations.
- **Sustaining Performance:** Participants will learn how to motivate people. In this workshop, they will learn how transparency and clear leadership communication can produce sustained performance. Participants will also learn what motivates people and how to apply motivational research to their most pressing leadership challenges.
- **Team Writing:** Whether it is a critical proposal, report, or complex e-mail to a client or customer, important written documents require a higher level of attention. To produce excellent results, leaders must learn how the team-writing process works and how personality type affects writing styles. In this seminar, participants will learn how to use that knowledge to produce more powerful results-oriented documents.
- **Dynamic Presentations:** Leaders must effectively communicate their ideas and vision to a variety of both internal and external groups. Learn valuable public speaking strategies to inspire audiences to listen and follow with enthusiasm. In this seminar, participants will learn both content and delivery skills necessary to become more dynamic, credible public speakers.
- **Powerful Persuasion:** Leaders need to convince people and teams to see, embrace, and execute their vision. The art and science of persuasion lay the foundation for all influence in society. Learning the skills of persuasion will ensure that participants will be better able to lead people to accomplish the mission of their organizations.
- **Leadership Communication Styles:** All people have distinctive communication styles. Because leaders influence the lives of others and the success of organizations, they need to become even more self-aware. Learning what their particular leadership communication style is and knowing how it affects others are critical factors for leadership success. Understanding the differences that others bring to any team or organization and using those differences to strengthen the group define excellent leadership.
- **The Agile Leader:** Like NFL quarterbacks, leaders need to be able to adjust to changes quickly to remain effective in a changing world. This course covers agility concepts including how to establish trust, balance the “power” dynamic at work, on-boarding as a new leader, and how to have tough talks with people without destroying the relationship.

What People Say about Steve Gladis

- Post Newsweek Tech Media. “Excellent! I really enjoyed the presentation. Steve was very knowledgeable, and he conveyed the information in a relaxed, clear and entertaining manner.”
- U.S. Department of Labor. “Extremely helpful tips that I will certainly use in my day-to-day writing. The professor was excellent at giving a broad view of what’s important.”
- Bank of America. “Terrific speaker...entertaining and informative style. Time flew and I learned a lot.”
- U.S. Government Accountability Office. “Excellent course; very dynamic instructor. I took away many new insights as well as practical tips.”
- Cox Communications. “Insightful. Keeps your attention. I can’t wait to try this on my own.”
- Fairfax Education Association. “Valuable information was provided that I can use when developing plans for recruitment of members.”
- Wolf Trap Foundation. “Course was well prepared and delivered in an interesting and captivating way. Very useful information.”
- More Feedback
 - “Great sense of humor and ability to engage the audience.”
 - “I love how Dr. Gladis relates the material to everyday situations that we face in our jobs and personal life.”
 - “Dr. Gladis’ interactive exercises and energy helped me relate to and understand the broader concepts.”
 - “Steve Gladis is a wonderful instructor and his classes are by far the best I have attended. I truly have enjoyed every session.”
 - “Dr. Gladis is knowledgeable and engaging and a very effective speaker.”