



## Keynote Descriptions

### Studying change changes you.

For more than 25 years, Cecily Sommers has worked with organizations that have an outsized impact on the world—and an equally large responsibility to steward the future well.

Learning to distinguish what changes from what doesn't teaches you to discern what actually matters. In a world of continuous disruption, that is the leadership discipline for this age.

### Three Essential Capabilities for Leading at the Future's Edge

These three keynotes build the capabilities needed to thrive in an age of continuous disruption: reading where the future is headed, finding your footing during transition, and creating the trust and cohesion that allow people and organizations to move forward as one.

Underlying all three is a counterintuitive truth: the more things change, the more we must anchor to what doesn't. The patterns that shape change are remarkably consistent across careers, organizations, cultures, and eras. Learn to read them, and the way forward becomes unmistakable.

### Three Essential Capabilities for Leading at the Future's Edge

1. **Read Change** — *Lead Like a Futurist*
2. **Navigate Transition** — *The Reinvention Spiral*
3. **Create Cohesion** — *The Future Is Where We Belong*

### Logistics & Contact

- Available Worldwide
- In-Person & Virtual Keynotes
- On request: executive sessions, workshops, and leadership programs

**Booking Inquiries & Availability:** [inquiry@ceciysommers.com](mailto:inquiry@ceciysommers.com)



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## KEYNOTE 1

### **Lead Like a Futurist**

Read What's Coming. Know Where to Move.

**The ability to read change is the defining leadership skill of our time.**

Leaders and futurists occupy the same position: they lead from the edge of change. The difference is that futurists know how to read it.

In this keynote, Cecily Sommers cracks the code on disruption. Through her Change Literacy framework, she reveals the patterns, forces, and cycles that signal where change is headed and where new opportunities are emerging.

It's what turns people into their own best futurists—able to translate signals into strategic direction.

Audiences will leave with the ability to:

- Recognize where they are in the cycle of change
- Read both ends of any trend
- Decode disruption and reveal new opportunities
- Increase alignment and effectiveness across teams

**Those who can read change are the ones who lead it.**



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## KEYNOTE 2

### **The Reinvention Spiral**

Leading through transition — yours, theirs, and ours

**You're not lost. You're in the middle.**

Every leader knows the middle: the moment when the old way no longer works and the new way has not fully formed yet. It appears in careers, in organizations, and in life itself. Most people move through it without a map.

The Reinvention Spiral provides that map. In this keynote, Cecily Sommers reveals the path all transitions follow and shows leaders how to recognize where they are on it. It's the inescapable path of evolution. Not as metaphor. As mechanism.

Leaders learn how to identify what is ending, what is emerging, and how to guide others through the uncertainty that comes with change. The framework gives leaders language for transition, helping teams make sense of change — and move through it together.

Audiences will leave able to:

- Recognize where they are in any personal or organizational transition
- Guide teams through transitions with steadiness and clarity
- Support people navigating the psychological strain of continuous change
- Help people move from uncertainty to action

**Every transition has a map. Locating yourself on it is the first step to knowing what to do when you don't know what to do.**



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## KEYNOTE 3

### **The Future Is Where We Belong**

*The Human Advantage in the Age of Intelligence*

**Belonging is not a cultural aspiration. It's a leadership discipline.**

Reading change is a powerful skill. But reading change alone doesn't move an organization. What moves an organization is belonging — the human capability that allows teams to think together, act together, and adapt together under pressure.

In this keynote, Cecily Sommers draws on her research and Future of Leadership work with Google and other global organizations to reveal the hidden structure of belonging. It is the invisible architecture that determines how fast a team can move, how well it holds together, and how much of its collective intelligence actually gets used.

As AI reshapes what work looks like, this becomes the irreplaceable human advantage. Technology can replicate many things. Belonging is not one of them.

Audiences will leave able to:

- Understand belonging as a structure that can be intentionally strengthened
- Build trust and alignment across teams during rapid change
- Deepen collaboration and coordinated action
- Cultivate the human capabilities that technology cannot replace

**Belonging has a structure. When it holds, organizations move as one.**



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