

*Mike Sarraille*  
EVOLVED LEADERSHIP

Best selling author, globally ranked speaker, serial entrepreneur and extreme adventurer.



## SPEAKING TOPICS

No two keynotes are the same. We **customize** every event to the organization and its needs.

### > LEADERSHIP

- Evolved Leadership
- The Autonomy Advantage
- The Ripple Effect

### > HIGH-PERFORMING TEAMS

- Making the Seemingly Impossible...Possible

### > MINDSET & SELF-LEADERSHIP

- The Everyday Warrior Mindset

### > CULTURE

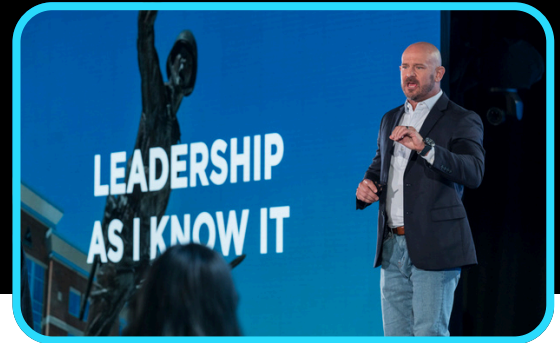
- Moving the Bullseye to the Front of Your Chest
- Shared Values, United Vision, One Behavior
- Adapt, Learn, Thrive
- The Excellence Imperative

### > TALENT

- Winning the Talent War



# EVOLVED LEADERSHIP



## The Big Idea

In an uncertain world, success hinges on agility, resilience, and continuous growth. It requires... Evolved Leadership. Evolved Leadership is the key to thriving in today's complex and fast-paced business environment. By embracing five foundational pillars, organizations can cultivate a culture of collaboration, resilience, and continuous growth, empowering teams to adapt and excel amidst uncertainty.

## Keynote Description

In an era marked by rapid change and disruption, traditional leadership models are no longer sufficient. Evolved Leadership provides a transformative framework designed to meet the challenges of today and tomorrow. This keynote delves into the five pillars of Evolved Leadership: Inspired Influence, Connected Commitment, The Excellence Imperative, The Autonomy Advantage, and Holistic Adaptability. Through engaging storytelling and real-world examples, Mike Sarraille will guide you in understanding how each pillar contributes to a thriving organizational culture. Attendees will learn how to inspire their teams to take ownership, align their values for unified action, and uphold high standards that drive performance. Mike emphasizes that effective leadership is about behavior—not just authority. By cultivating a culture where individuals feel empowered and accountable, organizations can foster innovation and collaboration. The session will also highlight the importance of embracing failure as a learning opportunity, ensuring that teams remain agile and ready to seize new possibilities.



### **This keynote serves leaders & teams who are:**

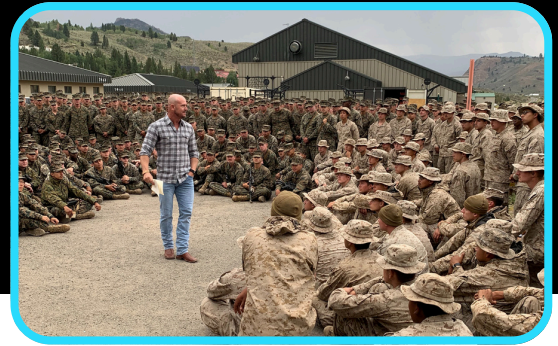
- Looking to evolve their leadership approach in a changing landscape
- Committed to building a high-performing culture of collaboration
- Seeking strategies to inspire and engage their teams effectively



### **The audience will leave with:**

- A comprehensive understanding of the five pillars of Evolved Leadership
- Practical strategies for inspiring influence and connected commitment
- Tools for establishing a culture of excellence and accountability
- Insights into empowering teams with autonomy for greater innovation
- The ability to foster holistic adaptability to thrive in any environment

# THE AUTONOMY ADVANTAGE



## **The Big Idea**

Empowerment fuels innovation and creativity. Decentralization ignites speed and effectiveness. By granting teams the autonomy to make decisions, organizations can enhance engagement and adaptability, leading to greater problem-solving capabilities.

## **Keynote Description**

The Autonomy Advantage highlights the importance of empowering teams and individuals within a team. Mike Sarraille will share insights on how leaders can create an environment that encourages initiative and ownership. This session is especially relevant for organizations looking to break free from traditional hierarchical structures and foster a culture of innovation and agility.

Attendees will learn through real-world examples how autonomy leads to increased motivation and creativity. Mike emphasizes that by trusting team members to make decisions, organizations can cultivate agility and responsiveness, equipping them to thrive in an ever-changing landscape.

### **This keynote serves leaders & teams who are:**

- Looking to enhance team engagement and innovation.
- Seeking to empower individuals to take initiative
- Committed to creating a culture of trust and accountability

### **The audience will leave with:**

- Strategies for fostering autonomy within team
- Tools to enhance engagement and problem-solving capabilities
- Insights into the benefits of empowering individuals for organizational success

# THE RIPPLE EFFECT: INSPIRING INFLUENCE BEYOND YOUR REACH



## The Big Idea

Inspiration is the catalyst for transformation. By unlocking the potential of inspired influence, leaders can ignite passion and creativity within their teams, fostering an environment where every individual feels empowered to contribute.

## Keynote Description

Inspired Influence emphasizes the power of a leader's ability to motivate and engage their team. Mike Sarraille will explore the mechanics of inspiration, providing insights on how to establish a vision that resonates deeply with team members. This segment is tailored for leaders seeking to break down silos and enhance collaboration across departments. Attendees will learn actionable strategies to create a culture of inspiration that transcends traditional boundaries, promoting innovation and accountability. When leaders inspire, they unleash a wave of creativity that drives organizational success. Through practical examples and relatable stories, Mike illustrates how inspired influence not only enhances individual performance but also transforms team dynamics, leading to an empowered workforce ready to tackle challenges head-on.

### This keynote serves leaders & teams who are:

- Seeking to elevate their leadership impact
- Aiming to create a culture of engagement and initiative
- Committed to inspiring their teams toward collective success.

### The audience will leave with:

- Practical strategies to enhance their ability to inspire and influence
- Tools to cultivate a culture of creativity and ownership
- Insights into the profound impact of inspired leadership on team performance

## MAKING THE SEEMINGLY IMPOSSIBLE.....POSSIBLE: LESSONS FROM THE WORLD-RECORD SETTING TRIPLE 7 EXPEDITION

*Observations about Overwhelming Power, Attributes, and Realities of High-Performing Teams*



### The Big Idea

Unlock the potential of high-performing teams through the extraordinary lessons learned from the Triple 7 Expedition and Special Operations. By embracing optimism, trust, and accountability, you can transform seemingly impossible challenges into remarkable achievements.

### Keynote Description

Join Mike on a thrilling journey as he recounts the planning, execution, and triumph of the Triple 7 Expedition—an audacious adventure where a team of special operations soldiers skydived into all seven continents in just seven days, setting four world records. This keynote captures the essence of teamwork and the power of a unified purpose in overcoming obstacles and achieving extraordinary goals.

In a world where challenges often seem insurmountable, Mike emphasizes the critical role of optimism and resilience. Attendees will discover how a positive mindset fuels determination, enabling teams to face adversity head-on. Trust and vulnerability are explored as essential elements for fostering emotional intimacy within teams, creating a culture where individuals feel safe to collaborate and innovate.

Moreover, the session delves into the importance of professionalism and respect in nurturing a supportive environment, as well as the value of embracing failure as a natural part of the learning process. Through captivating stories, Mike illustrates how high-performing teams learn, adapt, and grow stronger from setbacks.



### This keynote serves leaders & teams who are:

- Facing significant challenges and seeking innovative solutions
- Looking to enhance team dynamics and collaboration
- Committed to achieving ambitious goals through collective effort

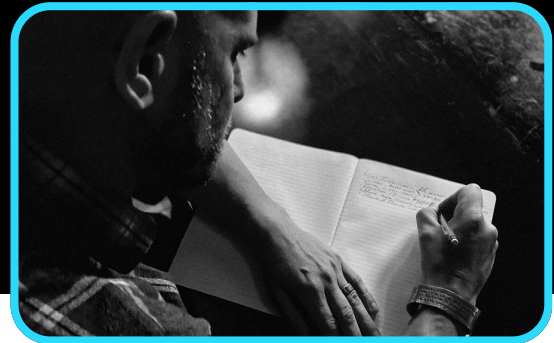


### The audience will leave with:

- A deeper understanding of the principles that drive high-performing teams
- Practical strategies for fostering optimism, trust, and adaptability
- Tools for creating a culture of learning and accountability
- Inspiration to tackle challenges with resilience and a no-quit attitude
- A renewed sense of purpose to pursue audacious goals and conquer the seemingly impossible

# THE EVERYDAY WARRIOR MINDSET: A NO-HACK PRACTICAL APPROACH TO LIVING A HIGH-PERFORMING LIFE

MINDSET & SELF-LEADERSHIP



## The Big Idea

Being a Warrior has nothing to do with the profession of arms. It's about mindset. The Everyday Warrior Mindset equips you with practical tools to live a high-performing life filled with purpose and impact. By embracing resilience and continuous growth, you can transform challenges into opportunities, failure into success, and contribute positively to your family, community, and organization to drive impact and fulfillment.

## Keynote Description

In a world that often feels overwhelming, many individuals struggle to find meaning and direction in their lives. The Everyday Warrior Mindset offers a refreshing, no-hack approach to personal development, guiding you to become the best version of yourself. Drawing from insights in the best-selling book, "The Everyday Warrior," Mike Sarraille reveals the principles that empower individuals to thrive despite life's challenges. This keynote emphasizes the importance of self-leadership as a foundation for personal and professional success. By cultivating self-awareness, discipline, and intentionality, attendees learn how to lead themselves effectively, paving the way for meaningful impact in their organizations and communities. Additionally, the Everyday Warrior Mindset encourages a commitment to living with purpose. It inspires individuals to align their actions with their core values, pursue holistic growth, leverage setbacks as opportunities for resilience, and the idea that personal growth can extend beyond oneself.



### This keynote serves leaders & teams who are:

- Seeking to cultivate resilience and a purpose-driven mindset
- Seeking optimism and fulfillment in life
- Struggling to align personal values with daily actions
- Committed to making a positive impact in their communities and those around them



### The audience will leave with:

- A comprehensive understanding of the Everyday Warrior Mindset and its practical applications
- Strategies for enhancing self-leadership and intentional living
- Tools for transforming challenges into opportunities for growth
- Insights into the power of giving back and contributing to meaningful causes
- Inspiration to embark on a journey of personal development and impact

# MOVING THE BULLSEYE TO THE FRONT OF YOUR CHEST

*Creating a Culture of Vulnerability and Emotional Intimacy*



## The Big Idea

Foster high-performing teams by embracing vulnerability and emotional intimacy. When leaders openly admit mistakes, they not only remove the stigma of failure but also create an environment where trust can flourish, enabling remarkable collaboration and innovation.

## Keynote Description

Join Mike Sarraille as he shares his transformative insights from working with a Fortune 50 company that identified a significant cultural issue. During an executive meeting, Mike asked, "How readily can you admit a mistake within your company?" The laughter that erupted from all 50 executives was telling. The Chief Learning Officer responded, "Mike, if you admit a mistake, you'll put a bullseye on your chest." This moment underscored the critical need for a culture where vulnerability is embraced rather than avoided.

Drawing inspiration from Project Aristotle at Google, Mike emphasizes the concept of psychological safety as the foundation for high-performing teams. He illustrates how vulnerability and emotional intimacy are not signs of weakness but essential components of a robust organizational culture. As Mike shares, "Without trust, there can be no high performance." He recounts stories from elite teams, including Tier One Special Operations Units, where emotional intimacy is paramount. If such a culture can thrive in high-stakes environments, it can be cultivated anywhere.

Mike also highlights that conflict, when approached with professionalism and tact, can be constructive and necessary for achieving excellence. Attendees will learn that fostering an environment where honest conversations are welcomed leads to deeper connections and more innovative solutions.

### This keynote serves leaders & teams who are:

- Struggling to build trust and openness within their teams
- Seeking to enhance collaboration and communication
- Committed to creating a culture that embraces vulnerability and continuous improvement

### The audience will leave with:

- A profound understanding of the importance of emotional intimacy in leadership
- Practical strategies for cultivating a culture of vulnerability and accountability
- Tools for managing conflict constructively to drive performance
- Inspiration to lead with authenticity and courage, enabling teams to thrive

# SHARED VALUES, UNITED VISION, ONE BEHAVIOR



## The Big Idea

Unity is the cornerstone of success. By establishing shared values and a common vision, organizations can foster a culture of "connected commitment," where each team member feels valued, accountable, and empowered.

## Keynote Description

Connected Commitment highlights the significance of aligning individual and team goals with the organization's overarching mission. Mike Sarraille will provide actionable insights on how to cultivate a culture rooted in trust, vulnerability, and collaboration. This session is especially beneficial for organizations facing silos or misalignment, equipping attendees with practical tools to create a cohesive team environment.

Through compelling stories and relatable examples, participants will learn how a unified commitment strengthens teamwork and drives exceptional results. Mike stresses that when teams are united by a shared purpose, they can tackle challenges with greater resilience and efficiency, creating an atmosphere where everyone is invested in collective success.

### This keynote serves leaders & teams who are:

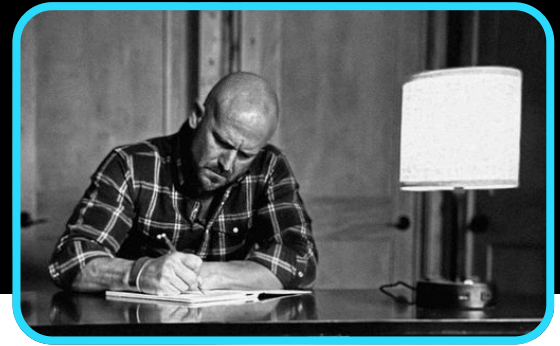
- Aiming to build a cohesive and collaborative team environment
- Seeking to align individual efforts with organizational goals
- Committed to fostering trust and accountability within their teams

### The audience will leave with:

- A deeper understanding and appreciation of the importance of connected commitment
- Effective strategies for aligning team values with the organization's vision
- Practical tools to create a culture of trust and collaboration that enhances performance



# ADAPT, LEARN, THRIVE



## The Big Idea

In a rapidly changing world, the ability to adapt is not just advantageous—it's essential. Holistic Adaptability empowers organizations to embrace change, learn from experiences, and thrive in the face of uncertainty, ensuring they remain resilient and responsive.

## Keynote Description

Holistic Adaptability focuses on fostering a growth mindset that values flexibility and continuous learning. Mike Sarraille will share practical insights on how leaders can create an environment where teams feel empowered to pivot, innovate, and seize opportunities, even in challenging circumstances. This session is particularly relevant for organizations facing rapid change or disruption, as it equips leaders with the tools to navigate complexity effectively.

Through engaging stories and real-world examples, participants will discover how cultivating holistic adaptability enhances organizational resilience and performance. Mike emphasizes that by viewing failure as a stepping stone rather than a setback, teams can embrace a culture of experimentation and growth, ultimately leading to sustainable success.

### This keynote serves leaders & teams who are:

- Seeking to foster a culture that embraces change and resilience
- Looking to enhance their teams' ability to adapt to new challenges
- Committed to creating an environment of continuous learning and improvement

### The audience will leave with:

- A deeper understanding of the principles of holistic adaptability
- Strategies for cultivating a growth mindset within their teams
- Practical tools to transform challenges into opportunities for innovation and growth

# THE EXCELLENCE IMPERATIVE



## The Big Idea

Excellence is non-negotiable. Establishing high standards and a commitment to continuous improvement empowers teams to exceed expectations and achieve exceptional outcomes.

## Keynote Description

The Excellence Imperative emphasizes accountability and performance management as vital components of effective leadership. In this segment, Mike Sarraille will delve into how leaders can set ambitious benchmarks and foster a culture of excellence within their organizations. This keynote is designed for leaders who recognize that merely meeting expectations is not enough; instead, they must cultivate a relentless pursuit of excellence.

Attendees will learn how to implement clear performance standards and create an environment where accountability is viewed as a form of love. Mike provides practical frameworks and case studies that illustrate how organizations can thrive through a commitment to excellence, encouraging resilience and adaptability along the way.



### **This keynote serves leaders & teams who are:**

- Committed to achieving high performance and exceptional results
- Seeking to establish clear standards and accountability measures
- Looking to inspire a culture of continuous improvement



### **The audience will leave with:**

- Strategies for implementing high-performance standards
- Tools to cultivate a culture of excellence and resilience
- Insights into the role of accountability in driving exceptional outcomes

# WINNING THE TALENT WAR: STRATEGIES FOR HIRING AND CULTIVATING ELITE TEAMS



## The Big Idea

Winning the talent war is essential in today's competitive landscape. With the right strategies, you can attract, hire, and cultivate elite teams that drive your organization's success. This keynote provides a roadmap for transforming your talent acquisition and management processes, ensuring you stay ahead in the battle for top talent.

## Keynote Description

In a world where talent is the ultimate differentiator, organizations face unprecedented challenges in recruiting and retaining the right individuals. Many leaders struggle with outdated hiring practices and ineffective team cultures that fail to nurture growth. To thrive, we must embrace a new approach that prioritizes character over skills, collaboration over hierarchy, and continuous development over stagnation.

Drawing from insights in the best-selling book, "The Talent War: How Special Operations and Great Companies Win on Talent," Mike Sarraille shares proven principles from the U.S. Special Operations community, translating them into actionable strategies for the corporate realm. Attendees will learn how to build a strong, healthy team culture that not only attracts elite talent but also fosters engagement and retention.

Mike's approach emphasizes that effective talent management goes beyond hiring; it involves actively cultivating an environment where individuals can thrive, innovate, and contribute to the organization's goals. By implementing these strategies, leaders can navigate the complexities of today's talent landscape and drive sustainable success.

### This keynote serves leaders & teams who are:

- Struggling to attract and retain top talent in a competitive market
- Seeking innovative approaches to building a strong team culture
- Committed to attracting, hiring, developing and managing talent

### The audience will leave with:

- A comprehensive understanding of successful talent acquisition and management principles
- Practical strategies for hiring individuals with the right character traits
- Tools to foster a collaborative and high-performance team culture
- Insights into retaining top talent through meaningful development opportunities

# CONTACT US

Mike Sarraille's leadership experience and motivational approach to storytelling will make a lasting, meaningful impact on your team, colleagues, and guests at your next event.

No two keynotes are the same. We customize every event to the organization and its needs.

Contact our team for a quote.

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*Mike Sarraille*

