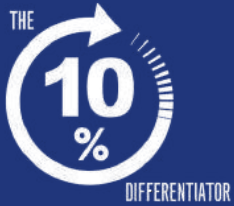


Anton van der Walt

EXECUTIVE GROWTH STRATEGIST

NEW FOR 2024



ANTON VAN DER WALT

The 10% Differentiator Speaker

Discover Your 10% Differentiator:

- *Feedback without Fear*
- *Is your organisation fit for purpose?*



ANTON SPEAKER BIO

Anton van der Walt is an Executive Growth Strategist, a renowned Keynote Speaker, HR & Leadership Expert, Author, Mentor, and Coach, with a deep understanding of leadership and management. His main goal is straightforward: help organisations foster a better culture and enable teams to achieve their best.

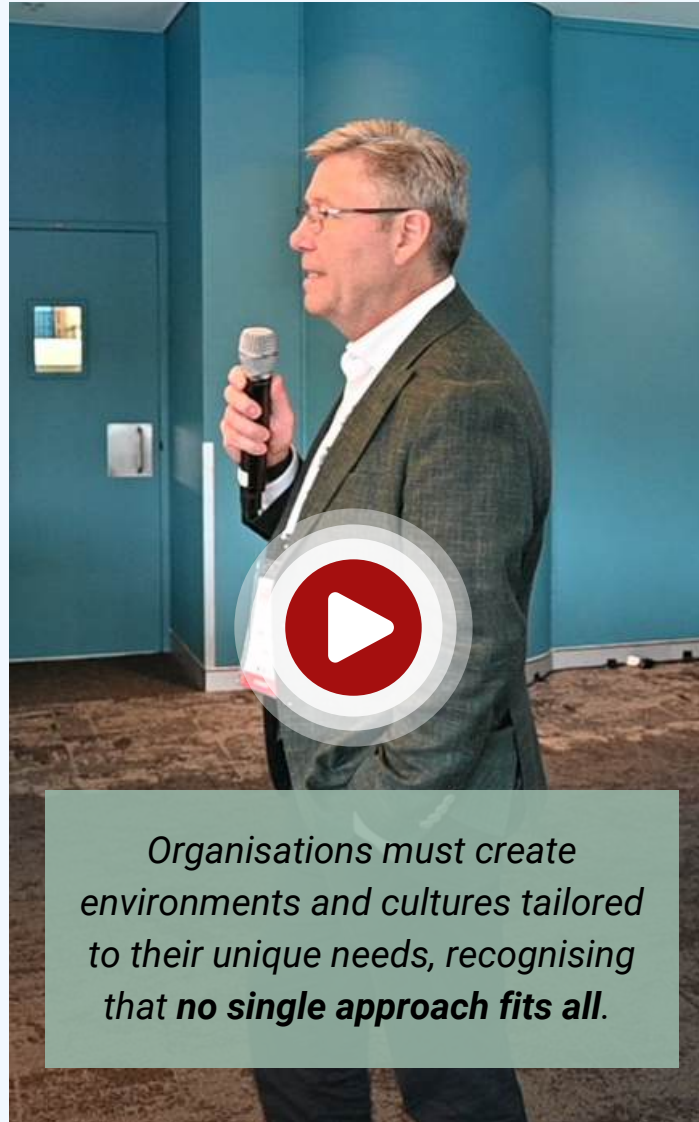
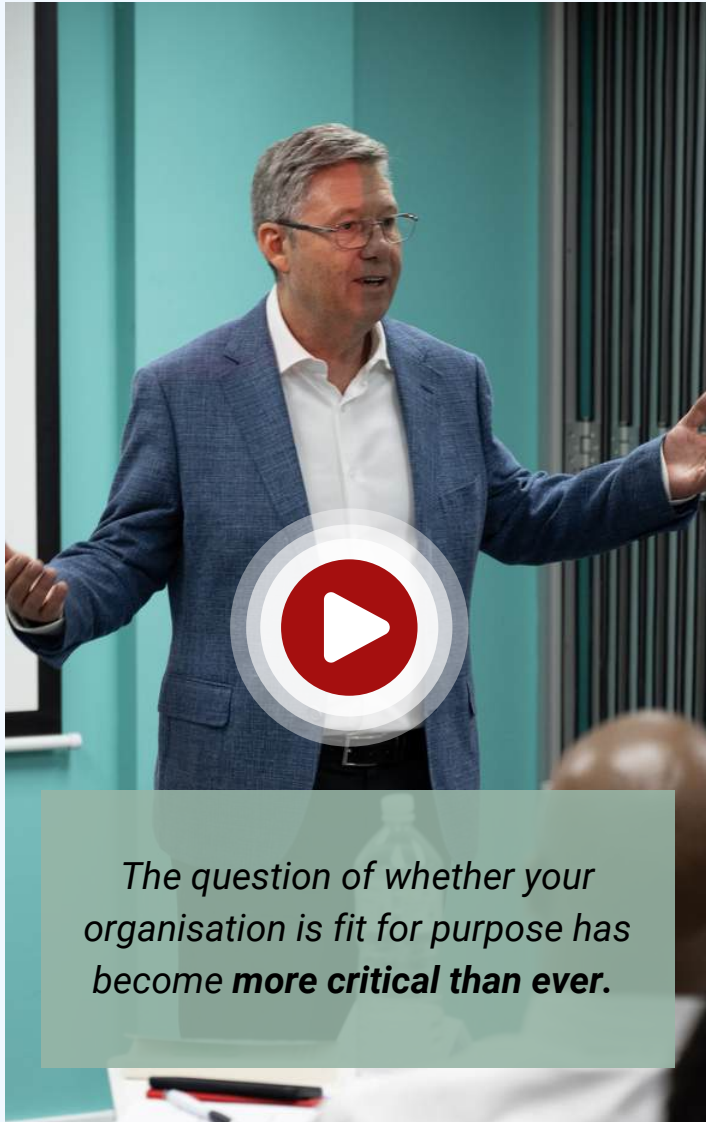
With over 30 years of real-world corporate experience, having held executive roles in six continents, Anton knows the ins and outs of leadership. He believes in the power of genuine connection and in unlocking the inherent leadership qualities in everyone. At the core of his work, Anton believes that people make businesses succeed. Simple as that.

Anton has authored 3 books, offering insights from his vast experience. These are “The 10% Differentiator, The Transformational Leader, and Leadership Through my Lens”. Beyond speaking at conferences, he's hands-on, running practical workshops, leadership development programs, and providing one-on-one coaching. He has a special interest in guiding Executive leaders, helping them grow both personally and professionally.

His expertise extends beyond speaking engagements. As the co-founder and CEO of ROIDEA, he recognised the need for a platform that fosters collaboration and cultivates a sense of community within organisations, and so ROIDEA was born. ROIDEA is a multi-dimensional platform for learning, engagement, and innovation and brings together the core values of community, growth, and collaboration at all levels of business. The user-friendly interface enables organisations to leverage self-driven digital learning experiences supported by powerful analytics, resulting in a healthier and more productive work culture. Through customised learning journeys that combine generic, core, and individualised content, businesses can track user engagement and gain real-time insights.

As an Executive Growth Strategist, Anton currently focuses on the critical issues of how to receive feedback and organisational fitness for purpose, two of the top people issues in Australian companies today. In his sessions, he addresses the evolving needs of the modern workforce, guiding leaders to rethink productivity models, embrace flexible work arrangements, and integrate advanced technologies. He emphasises the importance of effectively receiving feedback to drive personal and organisational growth. Audiences will gain insights on designing adaptive workplace cultures, strategies for balancing diverse employee preferences, and practical steps to foster innovation and responsiveness in their organisations. This knowledge will be a key differentiator and a decisive factor in driving sustained success.

ANTON IN ACTION



ANTON SIGNATURE KEYNOTE 1

FEEDBACK WITHOUT FEAR: HOW TO TRANSFORM CRITIQUES INTO CATALYSTS FOR GROWTH

In the last two decades, the conversation around feedback has primarily orbited the skill of giving it. Envision a typical business conference setting where "feedback" almost always implies the act of delivering it. If you pose the topic in a room full of professionals, most will instantly think of giving feedback rather than receiving it.

However, a crucial perspective shift is long overdue. While the ability to deliver feedback effectively is valuable, the capacity to receive it - regardless of how it's delivered - is arguably even more critical. For individuals and organisations, mastering the reception of feedback, interpreting its core messages, and translating these insights into actionable changes can unlock significant competitive advantages.

The Need for a Shift

Consider a company that focuses solely on the politeness and constructiveness of the feedback it gives internally. While fostering a positive communication culture internally is beneficial, this narrow focus might blindside the organisation to the essential competence of receiving feedback. The true growth and agility lie in the ability to absorb, process, and act upon feedback, no matter how blunt or poorly delivered. Companies and executives must excel not just in giving feedback but in receiving it - turning critiques into steps toward excellence.

The Cultural Backlash and Its Consequences

Over the past two decades, the corporate world has experienced a backlash against harsh feedback, with a shift towards gentler critiques. This evolution, intended to foster a supportive workplace atmosphere, has led to unexpected repercussions. As feedback has softened, many employees have lost their ability to process and learn from straightforward, unvarnished feedback. This situation exemplifies a "second order effect," where solutions to immediate problems unintentionally create new challenges.

The emphasis on cushioning feedback, while intended to protect employee morale, may also weaken their ability to confront and grow from direct and ultimately more constructive critiques. This trend can stifle personal and professional development as employees become conditioned to expect only mild feedback and are unprepared for tougher, more growth-oriented challenges.

The Threefold Feedback Responsibility

Leaders and organisations carry a multi-layered responsibility in managing feedback. At the **corporate level**, companies must adeptly utilise external feedback - from market trends to consumer complaints - to adapt and excel, ensuring responsiveness to market shifts. **Individually**, executives and employees should embrace feedback as an opportunity for personal and professional growth, rather than viewing it as a personal critique. **Culturally**, fostering an environment that encourages open and constructive feedback exchanges is crucial, transforming feedback into a tool for collective improvement and ingraining continuous learning within the organisational ethos. These responsibilities together drive strategic adaptations, personal development, and a supportive workplace culture.

The Way Forward

The path forward for organisations and individuals involves recalibrating the perception and utilisation of feedback. Rather than solely emphasising how feedback is given, there should be an equal focus on developing robust mechanisms to receive and act upon it. Cultivating a culture that values feedback reception can significantly enhance personal and organisational adaptability and resilience.

ANTON SIGNATURE KEYNOTE 2

IS YOUR ORGANISATION FIT FOR PURPOSE?

The question of whether your organisation is fit for purpose has become more critical than ever. We are forced to re-evaluate work environments and cultures, challenging traditional productivity notions and the necessity of physical presence in the workplace. This keynote explores designing a culture that aligns with today's evolving workforce needs.

How Did We Get Here?

Not too long ago, many organisations, especially in corporate Australia, saw high productivity with remote work. Yet, there's a push for full-time office return, driven by some leaders' belief that without physical presence, productivity will decline - a notion many employees, discovering there's more to life than just work, increasingly reject.

The Productivity Debate

The belief that productivity requires physical presence persists among some generations. However, the pandemic demonstrated that remote work can be as productive, if not more, challenging old paradigms and pushing organisations to rethink work environments.

But ... we have heard all of this before

Despite the shift, many organisations struggle to evolve, caught between on-site and remote work, and managing diverse generational needs. The reluctance to adapt and the preference for simple, uniform rules often lead to workforce dissatisfaction and high turnover.

The Changing Nature of Work and Leadership

The work landscape has transformed, driven by technological advancements, generational shifts, and a rising demand for work-life balance. Today's diverse and evolving workforce challenges previous predictable structures, necessitating adaptive leadership and flexible work models.

Understanding the Workforce

A key challenge in today's workplaces is effectively understanding the workforce beyond generational labels like Baby Boomers, Millennials, and Generation Z. It's crucial to recognise that while these categories help identify broad trends, the specific life stages of employees often have a more direct impact on their work preferences and requirements. This approach allows for a more nuanced understanding of individual needs within the organisation.

Designing a Fit-for-Purpose Culture

Organisations must create environments and cultures tailored to their unique needs, recognising that no single approach fits all. Roles involving innovation and complex problem-solving benefit from in-person collaboration, but flexibility is crucial to accommodate various roles and foster innovation.

Essential Leadership Skills

Despite the continued relevance of traditional leadership skills such as self-management, strategy, execution, innovation, creativity, integrity, and empathy, today's rapidly changing economic and technological landscapes demand a fresh approach to leadership. Leaders must now embrace a skills-based organisational structure, evolve employment models to encompass full-time, gig, and fractional workers, and effectively leverage technology. The integration of Gen AI is crucial for transforming operations, balancing technological advancements with essential human skills like critical thinking, communication, and problem-solving. This updated leadership approach also requires an acute understanding of the diverse life stages within the workforce, fostering open feedback, and proactively managing a dynamic workplace to drive innovation and organisational success.

ANTON KEY DIFFERENTIATORS

KEYNOTES WITH A DIFFERENCE

Imagery has the power to make an instant emotional and intellectual connection. It's an incredibly influential way of conveying important business and leadership lessons. By combining striking photography with business analogies and powerful stories, Anton's audiences walk away from his keynotes with enduring messages that inspire, invigorate and change the way they work.

KEY TAKEAWAYS

- **Understanding:** Gain a comprehensive understanding of what it means for an organisation to be fit for purpose. Explore the principles and frameworks that define a fit for purpose culture and environment, and learn how to apply these concepts to your own organisation.
- **Strategies:** Learn actionable strategies to create a flexible and productive work environment. Understand how to balance remote and on-site work, design policies that cater to diverse workforce needs, and implement practices that enhance overall productivity and satisfaction.
- **Leadership:** Develop enhanced leadership skills to navigate the changing workforce landscape. Focus on adapting your leadership style to meet modern challenges, including managing generational differences, fostering inclusivity, and leading through change and uncertainty.
- **Integration:** Acquire practical tools and techniques to integrate technology effectively within your organisation. Learn how to leverage AI and other advanced technologies to improve efficiency, enhance decision-making, and maintain a human-centric approach to leadership.
- **Feedback:** Discover methods to establish and manage a constructive feedback culture. Create an environment where feedback is encouraged, valued, and acted upon, leading to continuous improvement and higher employee engagement.
- **Change:** Master techniques to drive organisational change and overcome resistance. Understand the psychology of change, learn how to communicate and implement changes effectively, and build a resilient organisation that can adapt to evolving demands.
- **Tools:**
 - Complete our Fit for Purpose Quiz to gain insights into your organisation's current state, and develop a tailored Fit for Purpose Action Plan to implement in your organisation.
 - Complete our Feedback without Fear Quiz and gain actionable insights to enhance your ability to receive, interpret, and apply feedback, driving continuous improvement and success in your endeavours.



ANTON TESTIMONIALS

WHAT OTHERS HAVE TO SAY...

[VIEW ALL TESTIMONIALS](#)

“Really enjoyed the session, it was excellent! I find Anton extremely approachable, and something that also stood out for me, is that he is very empathetic. So when he says to you “I see you”, I really believe him. He really is authentic and sincere and that’s what I love about his sessions.”

- Benita Porobich // Executive

“Anton’s sessions are very enlightening, they help me to look at things from a different perspective”.

- Terence Byrne // CEO

“Anton’s session changed my life, not only within my career but in my personal life too”.

- Mohammed Aramany // Director

“Every session with Anton I walked away with something new, incremental or value-add, they’re always useful”.

- Tariq Javed // CEO

“Really eye-opening! Anton is great, he is very engaging, he really know how to engage a crowd and get them involved. He practices what he preaches and you can really see that when he speaks and through the content”.

- Devlin Ross // Consulting



“Anton’s speaking engagements were enlightening and thought provoking. His ability to draw in the participants with photos that made complicated subjects relatable was a source of inspiration. We all left with deep, reflective thoughts”.

- Kris Kumfert // Chief Human Resources Officer, Clark Pacific, CA, USA

“Anton is a thought-provoking speaker who invokes emotion and inspires. His key concepts offer a fresh perspective that intertwine beautiful wildlife and nature photography with leadership metaphors”.

- Alexis Gibson // HR Manager at Ford Middle East and Africa

“Your insights on transformational leadership have given our leaders skills and tools to proactively solve business challenges with empathy ensuring sustainable business results and increased customer focus”.

- Pamela Xaba // Head of Human Capital at Netstar

“Anton is great! He is very engaging and well versed in what he does. It’s been a brilliant experience, very practical, and hands-on. The whole experience has been really profound”.

- Wayne Mostert

BOOK ANTON TO SPEAK AT YOUR NEXT EVENT



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PEOPLE MAKE BUSINESS SUCCEED. SIMPLE AS THAT.