

## Biography for Christopher Avery

As the world's leading expert on how personal responsibility works in our minds, (how we both avoid and take responsibility for our lives, work, and relationships), Christopher offers the world's only "how-to" approach for taking, teaching, and inspiring personal responsibility. This information is changing how people live better lives; how leaders lead; how teams get built; and how teachers, coaches, and parents worldwide teach personal responsibility to their charges.

Best-known for his cutting-edge work to de-mystify and then develop practical team leadership skills for knowledge workers (engineers, geeks, and other technical professionals all of whom Peter Drucker claimed must be led rather than managed), Christopher Avery, Ph.D., is a popular speaker, author, and international business advisor on corporate and leadership responsibility, teamwork, and change. He wrote the popular book *Teamwork Is An Individual Skill* for everyone at work who thinks they must put up with bad teams.

And now he's redefining responsibility. As the visionary force behind the Responsibility Redefined™ framework, Christopher applies ground-breaking research on personal responsibility and performance to support enterprise leaders intent on rapidly building highly reliable, agile, sustainable, and accelerating cultures.

Christopher is a Senior Consultant with the IT and Agile Project Management practices of the Cutter Consortium, a Boston-area think tank. He co-founded the Agile Project Leadership Network dedicated to connecting, developing, and supporting great project leaders. Christopher earned his Doctorate in the Communication of Technology from The University of Texas at Austin where he occasionally lectures. He is a Visiting Scholar at Capella University.

The author of hundreds of articles and commentaries about individual and collective performance at work, Christopher is a popular source for the media and has been featured or quoted in *Fortune*, *Investors Business Daily*, the *Chicago Tribune*, *Working Mothers*, *Training+Development*, *HR Executive*, *NPR*, *ABCNews.com*, *HR.com* and *USAToday.com* among others.

## Speaking Topics

The following is just a sampling of Christopher's most requested presentations. All topics can be presented as a keynote, half day or full day workshops.

### The Leadership Gift

**Unlock your mind's innate power to create, choose, and attract—the essence of leadership everyone is born with, but few understand and master**

Throughout history enlightened and authentic leaders have tapped into their Leadership Gift to take charge of any situation, overcome any challenge, and achieve success in any endeavor. Now you can master the Leadership Gift to expand your abilities, energize your team, and achieve your potential as a leader.

The Leadership Gift is ideal for leaders seeking a more effective, productive and humane way to lead themselves and others to ever-greater performance and levels of freedom, choice, and power.

Highlights include:

- Examine, test and validate the Leadership Gift for yourself and experience its effectiveness immediately
- Discover your unconscious responses when things go wrong – and whether they serve you
- Master the 3 keys to consistently apply the leadership gift, deliver amazing results and face ever-greater challenges

*Speaking Topics Continued:*

## Closing the Responsibility Gap

### **New thinking about why "driving accountability" isn't working... and what can help**

You know it's fruitless to drive accountability where personal responsibility is lacking. This is a fundamental problem in so many sectors of work and society. However, recent game-changing breakthroughs reveal exactly how personal responsibility works in the mind. These discoveries will redefine your notion of personal responsibility—how to take it, how to teach it, and how to inspire it in individuals, teams, families, and organizations—and will offer effective new strategies for advancing personal, corporate, and social responsibility.

This program is a must for leaders intent on taking ownership for developing a culture and a society of responsible ownership and action.

Highlights include:

- Understanding exactly how personal responsibility works in the mind; how we avoid responsibility, and how we take it (you'll be surprised and inspired)
- Perceiving responsibility not as a character trait or flaw, but as a mental process that can be observed (in our language and actions), taught, learned, and developed as a value and as a practice
- Redefining how leaders, business, families, and society take, teach, and inspire personal responsibility



*Speaking Topics Continued:*

## Teamwork Is an Individual Skill

### **Build any team any time! Getting your work done when sharing responsibility**

This sought after presentation reveals the fundamental truths and tips from Christopher's heralded book by the same name. Our own performance, rewards and life success depend upon sharing responsibility. Teamwork Is An Individual Skill participants learn to take personal responsibility for the productivity of every relationship at work.

This unique program is ideal for leaders at any level of your organization. Participants will take away fundamental truths, practical tips, and memorable experiences (that's right, "unforgettable moments" in the middle of the keynote) they can apply immediately to build far more productive and responsible relationships at work.

Highlights include:

- Learn the surprising first commitment you must make if you wish to succeed at building any team, collaboration, or partnership.
- Discover the highest-leverage strategies you can apply in a resource-constrained environment to reliably build a championship team. Strategies like how to motivate peers, reliable early indicators about the level to which any team will perform, and what to do if you could only do one thing to give any team the greatest chance of succeeding.
- Leave with a step-by-step start-up process for building and leading any team any time.



## On-site Leadership Development

### KNOWLEDGE TEAM LEADERSHIP:

#### THE ART & SCIENCE OF BEING AMAZINGLY EFFECTIVE IN ANY TEAM

2 long days, or 3 regular days, led by Christopher at your site

Materials and a signed copy of *Teamwork Is An Individual Skill* for up to 30 people attending individually or in intact teams (ask about Christopher's unique team guarantee)

North America and Mexico: USD\$21,000 plus travel expenses. Additional participants may be included for \$497 each.

Europe: USD \$27,000 plus travel expenses. Additional participants may be included for USD \$597 each.

Pacific Rim, and Asia: USD \$27,000 plus travel expenses. Additional participants may be included for USD \$597each.

For other programs, please inquire or check [ChristopherAvery.com](http://ChristopherAvery.com)

## Consulting & Leadership Mentoring

Signed fixed-fee results-based project proposal normally offered within 36 hours of request by and conversation with decision maker.

## Media Clippings and Testimonials

### Media Clippings

The following are a sample of articles from noteworthy publications that included insight and quotations from Christopher Avery. Sample articles include:

- Fortune, June 19, 2006 - What's That Spell? TEAMWORK

*"Becoming skilled at doing more with others may be the single most important thing you can do."*

- Investor's Business Daily, August 22, 2001 - Finding Focus Through Consensus

*"Without consensus, a group has no shared direction. Without consensus, people work literally as cross-purposes, cancelling out each other's efforts instead of amplifying each other's efforts."*

- The Orange County Register, September 10, 2001 - Individual Skills Cultivate Team Wisdom and Successful Responsibility – Article includes several tips on forging partnerships

- The Tennessean, January 17, 2002 - Team Up for New Times

To kick start a career and reenergize or team, *"Declare it as a new point in time. One easy way to do this is to simply acknowledge this is a new moment in time and it may not fit your expectations you had yesterday, but it is a new moment."* Article includes steps for achieving team wisdom.

- The Chicago Tribune, July 25, 2001 - Too Much Tolerance Can Take Its Toll

*"In our Web-based, flat-structured work world, we've created an economy that is reliance on teams and collaboration to get things done - so personal relationships are more important than ever."*

# CHRISTOPHER AVERY

responsibility  
REDEFINED™

## Testimonials

*"You were a hit! Without a question, we made the right choice in asking you to launch our national conference."*

- Peter Jenkins, JD, President, Law Partnering.com

*"That was terrific! My commitment to your approach is very strong. More importantly, my leadership is enthused."*

-Lynne Ellyn, SVP & CIO, DTE Energy Corporation

*"Substantial and effective. Christopher's concepts and models are solid and powerful. The Responsibility Process™ had immediate impact on our executive team performance."*

- Juan Carlos López Villarreal, Chairman of the Board, Grupo Industrial Saltillo

*"Learning about the Responsibility Process™ from Christopher with my management team was the most important hour I've spent in months."*

- John Gordon, SVP Technology, Fidelity National Information Services