

A man with a beard and glasses, wearing a blue button-down shirt, is speaking and gesturing with his right hand. He is holding a small object in his left hand. The background is a dark blue gradient.

BECOME FEARLESS

KEYNOTES AND TRAINING PROGRAMS

TEACHER BY CHANCE. FEARLESS BY CHOICE.



I stumbled into my first classroom filled with fears. I couldn't find the right words or the will to handle difficult conversations. Twenty years later, I'm an award-winning educator and global speaker who teaches organizations and their leaders how to achieve better results and relationships through a **fearless communication framework**.

Let's be **FEARLESS** together.

BY THE NUMBERS:

200+

ENGAGEMENTS

30K

AUDIENCE MEMBERS

25

COUNTRIES

20+

YEARS AS EDUCATOR

4

BOYS

3

ADVANCED DEGREES

2

BOOKS

1

WIFE

IN THE MEDIA:

TEDx



WSJ

Inc.

Forbes

**Harvard
Business
Review**



ABOUT JOE

JOEHIRSCH.ME





FEARLESS FEARLESS

KEYNOTES

**STOP LOOKING BACK AT PAST MISTAKES.
START LOOKING FORWARD TO
FUTURE POSSIBILITIES.**



FEEDFORWARD: FEARLESS FEEDBACK FOR ALL

High-performing teams do something others do not: They know how to share feedback without fear or friction. They're comfortable being uncomfortable. And they're prepared to handle hard conversations without backing away. To move their business goals forward, these teams embrace FEEDFORWARD.

FEEDFORWARD is a strengths-based, forward-looking view of success. Instead of focusing on past failures, we learn to embrace future possibilities. Blending cutting-edge behavioral science with practical solutions, FEEDFORWARD strengthens team communication and trust through a partnership model that empowers people to do their best work.

Whether you're looking to support individual performance, improve team effectiveness, or drive ambitious growth, FEEDFORWARD provides the mindset and skill set that enables teams to communicate with confidence and make every conversation count.

ACTIONABLE IMPACT

- Develop a feedback model powered by candor, caring and collaboration.
- Support the continuous improvement of every employee using a partnership approach.
- Learn strategies to seek, receive and apply feedback without fear.

IDEAL AUDIENCE

- Executives
- Senior leaders
- Mid-level managers
- Individual contributors

**LEADERS TELL OTHERS WHERE TO GO.
COACHING LEADERS SHOW OTHERS
HOW TO ARRIVE.**



THE COACHING LEADER: ELEVATE OTHERS EVERYDAY

Coaching is the currency of leadership. In moments of change and uncertainty, the leaders who navigate best aren't the ones with the flawless rollout plan — they're the ones who can carry their people forward, one conversation at a time.

This high-energy, evidence-based keynote gives leaders the tools to unlock individual performance, elevate feedback, and build teams that grow together. Through powerful storytelling and practical strategies, you'll explore what it takes to create high-trust, psychologically safe relationships — the kind of culture where feedback becomes fearless.

Whether it's delivering just-in-time feedback or navigating longer-term performance goals, this keynote offers BMS leaders rich insight and practical guidance for leading with partnership and bringing it directly to the day-to-day work of managing people. The Coaching Leader doesn't tell others where to go. They help them find their way.

ACTIONABLE IMPACT

- Ask more powerful questions that unlock how people think and execute.
- Build the trust that helps people bring hard truths to the table.
- Transform feedback into a tool that promotes agency, capacity and development.

IDEAL AUDIENCE

- Executives
- Senior leaders
- Mid-level managers

**DON'T JUST GO THROUGH
CHANGE — GROW FROM IT.**



MANAGING CHANGE, ONE TALK AT A TIME

The only way to get through change is to get through it together. And how leaders talk to their teams in turbulent times can be the difference between a setback and a bounce back.

In this evidence-based and entertaining talk, you'll learn how to adopt a coach approach that helps teams overcome challenges, foster innovation, and win at work. Through an interactive blend of real stories and actionable strategies, this keynote will help attendees create more confidence, agency and resilience, one conversation at a time.

From delivering clear communication to sharing fearless feedback, you'll learn how to coach for change and deal with critical issues with more candor and care. Change is a challenge, but it's also an opportunity — and with the right approach, our words can create new opportunities for how we lead and serve.

ACTIONABLE IMPACT

- Cultivate a "coach approach" to change management powered by clear communication.
- Implement high-impact communication strategies that empower others to take action, beat adversity, and deliver results.
- Develop a framework that amplifies the strengths and skills of others.

IDEAL AUDIENCE

- Executives
- Senior leaders
- Mid-level managers
- Individual contributors

**EVERY CONVERSATION IS A CHANCE
TO CREATE GROWTH, CONNECTION,
AND LASTING IMPACT.**



HOW TO MAKE EVERY CONVERSATION COUNT

When they're counted on most, the most impactful leaders know how to make every conversation count. In this interactive keynote, rising and established leaders alike will learn proven, practical strategies to level up their communication skills to overcome challenges, foster innovation, and win at work.

Whether it's sharing feedback, coaching for growth, or just creating meaningful team connections, leaders will gain real-world strategies for advancing their relationships and careers, one talk at a time. Every conversation is an opportunity to thrive together — and when we put people at the center, there's no limit to what we can achieve.

This keynote also features a live, interactive demo of an AI coaching tool that helps leaders prepare for their most important conversations with clarity and confidence.

ACTIONABLE IMPACT

- Develop communication techniques that build talent and team trust.
- Deliver just-in-time feedback with candor and care.
- Apply core concepts using AI-powered coaching tools.

IDEAL AUDIENCE

- Executives
- Senior leaders
- Mid-level managers

A man with glasses and a beard, wearing a blue suit, is standing and presenting to an audience. He is holding a small black device in his right hand and gesturing with his left hand. The audience is seated in the background, and the setting appears to be a conference or training session. The background is a solid teal color.

FEARLESS FEARLESS TRAINING

FROM THE STAGE TO THE CLASSROOM

I draw on 20+ years of teaching and instructional design experience to create personalized, differentiated and impact-driven programs. As an award-winning educator and researcher, I know how to make learning stick through a powerful sequence of study, practice and reflection.

WORKSHOPS

LEARNING JOURNEYS

ONLINE COURSES

MESSAGING THAT MATTERS

Giving critical feedback can be challenging, even for experienced managers. That's why so many leaders subtly disguise their feedback as a "praise sandwich," hoping to hide bad news and avoid uncomfortable topics. But research shows that this practice is largely ineffective – and may even cause more harm than good. Apply the foundations of feedforward to manage difficult conversations with team members. Learn a powerful approach to delivering just-in-time feedback that emphasizes candor, clarity and collaboration – the virtuous cycle of feedforward. When situations call for hard truths, you need to find your voice – and help others find theirs, too.



EXECUTIVES / SENIOR LEADERS
MID-LEVEL MANAGERS
INDIVIDUAL CONTRIBUTORS



90 MINUTE SESSION
HALF-DAY PROGRAM

ASKING POWERFUL QUESTIONS

When feedback is scarce, so are opportunities for growth. Even when individuals seek out feedback, research suggests that the information they receive may arrive too late and fail to provide the lift they're looking for. Learn how feedforward can help you navigate your career at any stage. By asking the right questions (it's more science than art) and developing strong networks (diversified beats deep), team leaders and employees alike can get timely, transformational support without losing their standing or sanity. Explore specific strategies for getting the guidance you want, when you need it most.



EXECUTIVES / SENIOR LEADERS
MID-LEVEL MANAGERS



90 MINUTE SESSION
HALF-DAY PROGRAM

LEAD WITH A COACH APPROACH

In the fast-paced world of work, the margin for error is small. That's why the best leaders manage with a coach approach – the set of messages and methods that help others thrive in the face of change and uncertainty. Learn how to apply feedforward across teams using high-performance coaching. Develop a coaching framework for supporting employee agency and growth. From restoring psychological safety to communicating with empathy, coaches use partnership to make progress. When leaders coach, everyone wins.



EXECUTIVES / SENIOR LEADERS
MID-LEVEL MANAGERS



90 MINUTE SESSION
HALF-DAY PROGRAM

A CUSTOMIZED L&D SOLUTION

Learning journeys provide a comprehensive and immersive training option for organizations seeking a versatile L&D solution for continuous growth. Combining live sessions, on-demand study and stakeholder development, Learning Journeys can be designed as 3-month, 6-month or 12-month offerings that are enterprise-ready and integrated into existing LMS platforms.

WORKSHOPS

LEARNING JOURNEYS

ONLINE COURSES

LEARNING JOURNEYS AT A GLANCE

	12 MONTH	6 MONTH	3 MONTH	3 MONTH MODIFIED
LIVE SESSIONS	3	3	3	1
ON-DEMAND STUDY	3	3	3	3
TRAINER DEVELOPMENT	2	1	1	1
TRAINER TOUCHPOINTS	4	2	1	1

LIVE SESSIONS

60-minute keynotes designed for leaders and/or employees

ON-DEMAND STUDY

Self-paced study (digital assets) for leaders and/or employees to build progress

TRAINER DEVELOPMENT

60-minute "train the trainer" engagements for group leaders (group size/format to vary)
Group leaders facilitate program deployment for a specific unit or group.

TRAINER TOUCHPOINTS

60-minute calibration sessions for group leaders to increase application of concepts.

OVERVIEW

LEARN ANYTIME, ANYWHERE

Take control of your learning with my online courses. Beautifully designed and easy to navigate, these courses provide a comprehensive learning experience that's flexible, manageable and always accessible. Dynamic content and deep practice make this a versatile choice for lasting growth. **ENTERPRISE-LEVEL PRICING AVAILABLE**

WORKSHOPS

LEARNING JOURNEYS

ONLINE COURSES



CREATING PERFORMANCE PARTNERSHIPS AT WORK

Coaching is the new currency of leadership. This course shows you how to unlock the power of performance partnerships to improve your leadership skills and build capacity within your organization.



1-2 HOURS



6 MODULES



13 VIDEOS



7 ARTICLES



6 PODCASTS



9 REFLECTIONS



THE LANGUAGE OF LEADERS

Leaders need the right words for the right moments but often lack the language of leadership. Filled with practical and proven techniques, this course will show leaders at all levels how to communicate for lasting impact.



1-2 HOURS



6 MODULES



6 VIDEOS



4 ARTICLES



4 PODCASTS



11 REFLECTIONS



FEARLESS FEARLESS PARTNERSHIPS

HUNDREDS OF CLIENTS.
MULTIPLE INDUSTRIES.
FEARLESS RESULTS.

FEARLESS SUCCESS STORIES

RECENT CORPORATE CLIENTS



RECENT EDUCATION CLIENTS



Selected Highlights:



"Joe showed more than 1,500 leaders at Adobe how to make feedback fearless - and we're ready to face that challenge because of his outstanding talk!"

MARK STEVENSON, VICE PRESIDENT, ADOBE



"Joe was a total pleasure to work with from start to finish. He went above and beyond at the conference and delivered incredible value to our attendees!"

JULIA MORGAN, SR. PROGRAM MANAGER, WORKHUMAN



"Joe delivered an exceptional keynote to our conference attendees! He immersed himself in learning our industry and created an exciting start to our summit. Highly recommend!"

ANGELA D'AMATO, SR. VICE PRESIDENT, LIBERTY MUTUAL



"I can't tell you how many times we've been talking about your ideas in our team meetings! Your message truly resonated with everyone!"

DENA NASH, SR. MANAGER, CAREER & SKILLS DEVELOPMENT, T-MOBILE

”

**JOE HIRSCH IS A
BREATH OF FRESH AIR.**

— ADAM GRANT

TESTIMONIALS

JOEHIRSCH.ME



EMPOWERING MANAGERS TO SHARE BETTER FEEDBACK

COMPANY

Global telecommunications carrier

PROBLEM

Managers felt unprepared and over-constrained to provide employee feedback

SOLUTION

Launched a feedback awareness and training campaign featuring keynotes, workshops, on-demand modules and debriefing sessions

DURATION

6 months

IMPACT

Feedback conversations doubled and nearly 70% of employees rated their feedback experiences more favorably than before

TALKING PAST THE “CULTURE OF NICE”

COMPANY

Fortune 100 pharmaceutical company

PROBLEM

“Polite” feedback culture affected team performance

SOLUTION

Introduced a partnership feedback model to managers and employees, supported by workshops and guided practice

DURATION

Half-day program

IMPACT

Managers and employees reported greater comfort with feedback and shifted from yearly to quarterly feedback conversations

WHAT TO EXPECT AT YOUR EVENT

YOUR GUIDE TO A FEARLESS EXPERIENCE

BEFORE THE EVENT

- **PROMO VIDEO** Joe will provide (upon request) a video teaser to promote your event internally and on social media. (Please tag Joe so he can amplify your post!)
- **PRE-EVENT CALLS** Joe will join you for a pre-event call to ensure that all event logistics are ironed out. Usually this can be accomplished in 1-2 calls, but he's happy to arrange other touchpoints if needed.

AT THE EVENT

- **HOTEL + TRAVEL** If traveling overnight, Joe prefers to stay at the event venue. Unless a travel buyout has been confirmed, client will arrange a direct booking for one night's hotel stay plus all ground transportation in the event city.
- **A/V + EQUIPMENT** Joe will provide a slide deck to run on the house feed no later than one week before the event. An audio connection is required.

Please provide the following equipment:
 - Lav microphone
 - Slide advancer
 - Confidence monitor (preferred, if possible)
- **STAGE + TECH CHECK** Please remove podium from stage (or push back or to the side) prior to Joe's talk.

Joe will do a tech check on day of the event at least 30 minutes prior to taking the stage.

AFTER THE EVENT

- **AFTER-CARE PACKAGE** If outlined in the agreement, Joe can provide any of the following assets:
 - **Digital workbook** (may be printed and distributed to attendees)
 - Virtual **follow-up session** (30 minutes)
 - **14-day Fearless Challenge** (drip campaign)
 - **Bonus web resources** (private client portal)
 - Access to AI **coaching platform** (additional terms apply)



GLOBAL KEYNOTE SPEAKER
AWARD-WINNING EDUCATOR
FEARLESS



LET'S CONNECT

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