



**GAMAL
J. PALMER**

LEADERSHIP STRATEGIST | GLOBAL SPEAKER | FOUNDER, CONSCIOUS BUILDERS

INTRO

Gamal J. Palmer is a global leader in organizational culture, executive leadership, and belonging. As the founder of Conscious Builders and originator of the "Relaxed Leadership" methodology, Gamal empowers leaders to lead with clarity, calm, and purpose. With nearly 20 years of experience across Africa, the Middle East, and beyond, and academic foundation from Yale and studies at Oxford, Gamal has coached top executives and teams at companies like Nike, DreamWorks, Nestlé, and Universal Studios.

He is a trusted advisor to influential leaders and organizations—including Michael Jordan, NBCU C-Suite, and The Weinberg Foundation. Gamal is also a sought-after international speaker, known for delivering impactful keynotes and behind-the-scenes transformation. His expertise spans leadership transitions, team dynamics, and culture building.

Whether on the TEDx stage or in the boardroom, Gamal brings a unique perspective, and actionable frameworks grounded in trust, communication, and human connection.



BIO

FULL

Gamal J. Palmer is the Founder of Conscious Builders – a global consultancy focused on leadership growth and workplace culture. The pioneer of Relaxed Leadership Playbook™, his methodology equips senior leaders and founders to build cultures rooted in clarity, creativity and trust to increase productivity and create a positive office environment. With nearly two decades of experience, Gamal is recognized as an expert in organizational leadership, communication, and belonging. A graduate of Yale University, his global perspective is informed by work across the United States, Europe, Africa and the Middle East.

He has worked with hundreds of board members, executives, and CEOs, guiding tens of thousands of team members through his proprietary leadership frameworks to improve team dynamics and workplace culture. His past clients include DreamWorks, Nike, Nestlé, and Universal Studios.

A sought-after international speaker and often referred to as a “behind-the-scenes fixer,” Gamal brings a deep understanding of human behavior to moments of strategic change. He has delivered keynotes and training for organizations including Nespresso, Intuit, and the Schusterman Foundation, and has collaborated with thought leaders such as Simon Sinek. He has also advised influencers and philanthropists, including Michael Jordan, Jason Blum of Blumhouse Productions, and senior leaders at NBCUniversal and the Weinberg Foundation.

Gamal was formerly a Global Justice Fellow, an ICAP Fellow with the Aspen Institute, and a Durfey Springboard Fellow. He currently serves on the boards of American Jewish World Service, and R & R: The Rest of Our Lives.

BIO

SHORT

Gamal J. Palmer is a global speaker and leadership and team strategist known for his Relaxed Leadership Playbook™ framework, which supports individuals and organizations to build workplace cultures rooted in clarity, creativity, and trust to increase productivity. His work helps corporate executives, teams, and philanthropic leaders move beyond performative practices into authentic, embodied leadership with concrete action. Gamal is the Founder of Conscious Builders, a leadership growth and team workplace culture strategy firm guiding change-makers to lead from the inside out—with integrity, curiosity and efficiency.

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**CULTURAL EXPERT AND
HUMAN BEHAVIORAL STRATEGIST
LEADING ORGANIZATIONAL CULTURE
WITH EMPATHY & EMPOWERMENT**

CORE TOPICS & TALKING POINTS

RELAXED LEADERSHIP PLAYBOOK™

- Leadership from clarity, not chaos
- A grounded, sustainable path to powerful leadership
- Leading in times of urgency and overwhelm
- The difference between performative versus embodied leadership



CORE TOPICS & TALKING POINTS

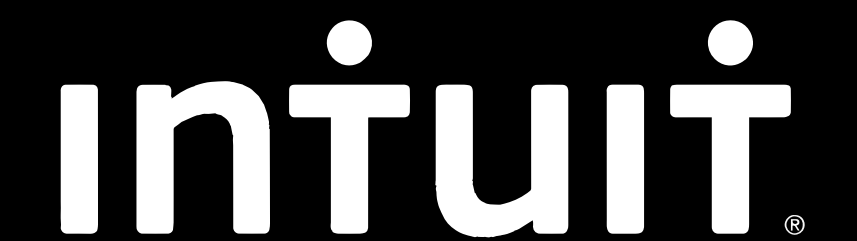
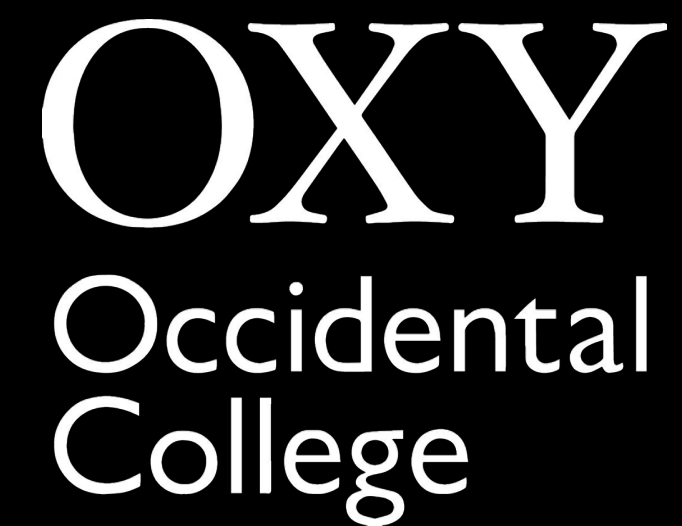
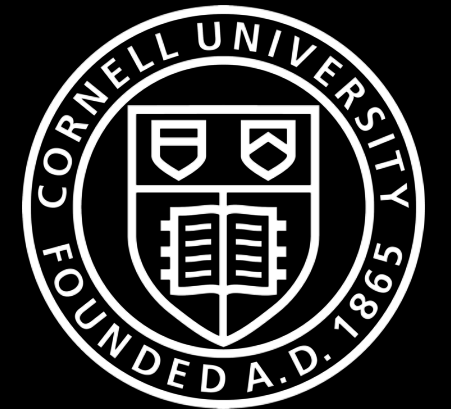
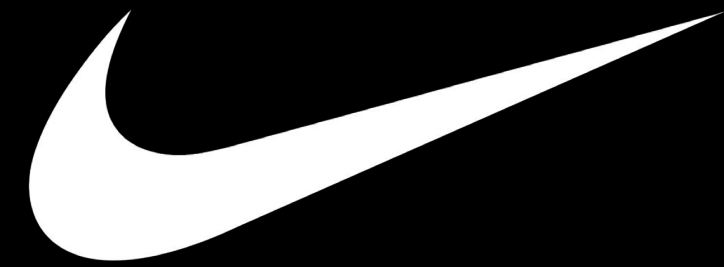
NAVIGATING CULTURAL AND INTERGENERATIONAL DIFFERENCES

- Moving from 'checking boxes' to building real trust
- Leading intergenerational teams with integrity and curiosity
- Why cultural nuance is an essential 21st-century leadership skill

BRIDGING IDENTITY AND POWER

- Navigating power with purpose
- The personal work of showing up fully in leadership
- What Black and Jewish identity have taught me about resilience

CLIENTS



HIGHLIGHTED ENGAGEMENTS

KELLOGG SCHOOL OF BUSINESS

USC SCHOOL OF PHILANTHROPY

CATAPULT

**TEDX TALK: SOCIAL IMPACT AS ART:
GAMAL PALMER AT TED X OCCIDENTAL
COLLEGE (2014)**

NESTLE

“

GAMAL'S INSPIRING WORK HELPS TEAMS GAIN A DEEPER SENSE OF YOUR OWN LEADERSHIP STORY AND HOW IT INFORMS YOUR GLOBAL PERSPECTIVE, HOW YOU CAN DISMANTLE IT AND INCREASE YOUR GREATER EMPATHY.” - SIMON SINEK, AUTHOR

“

“THE WAY GAMAL FACILITATES TEAMS AND SUPPORTS LEADERS IS SO PERSONAL AND UNIQUE. HE KNOWS HOW TO HELP YOU HAVE THE HARD CONVERSATIONS, AND BRING YOU TOWARDS ACTIONS THAT MAKE MEANINGFUL CHANGE.” – JASON BLUM, PRODUCER

“

**GAMAL CUT THROUGH THE TENSION QUICKLY AND ELEGANTLY, CREATING A SPACE FOR OUR TEAM TO PROBLEM SOLVE IN WAYS WE HAVEN'T BEFORE.”
– JEREMY TUCKER, INNOVATION PROTOCOL**

“

**GAMAL HELPS TEAMS RISE ABOVE FEAR AND CYNICISM TO CELEBRATE EACH OTHER'S VOICES AND UNDERSTAND THE COMPLEXITIES THAT MAKE US HUMAN.”
– SALLY JO FIFER, PRESIDENT & CEO, ITVS**

“

**IT WAS REALLY EXTRAORDINARY HOW GAMAL GAVE US A TOOLKIT TO HAVE THESE CONVERSATIONS LONG BEYOND JUST THE CONFINES OF THE WORKSHOP”
– RABBI SARAH BASSIN**

“

**IF YOU ARE LOOKING TO GET OUT OF YOUR OWN WAY, GAMAL IS THE PUSH YOU NEED. PUT SIMPLY, HE IS THE BEST!”
– M.B., SCHOOLS DESIGN**

INTERVIEW & CONVERSATION STARTERS

BACKGROUND QUESTIONS

Questions to get the conversation started.

- As a leading consultant on developing organizational cultures of belonging, and dealing with crisis management, How did you begin your journey in this field?
- Having grown up in a diverse family environment in Philadelphia, how did those exp..shape your interest in working with leaders and their team dynamics?
- Can you describe an experience growing up where someone demonstrated exceptional leadership? How did that influence you?
- You've worked all over the world, from countries in Africa to the Middle East. What's one experience that you've had that's informed your values?

INTERVIEW & CONVERSATION STARTERS

THEME ONE : BECOMING A RELAXED LEADER

Gamal shares how leaders can shift from reactive crisis management to navigating uncertainty with empowerment and confidence.

- You've coined the methodology of Relaxed Leadership™, which challenges traditional approaches to leading teams. Can you explain what Relaxed Leadership is?
- In what ways does Relaxed Leadership differ from conventional methods of team management we see today?
- How have you integrated Relaxed Leadership Playbook™ into your day-to-day life? What does it look like for you to embody this?
- You take leaders through a multi-step process to embody this framework. What's one key principle leaders can start implementing today?
- One of the first steps you take leaders through is "accepting reality." Why is it such an important component of the Relaxed Leadership Playbook™ or creating a team environment using the tools from the Relaxed Leadership Playbook™?

INTERVIEW & CONVERSATION STARTERS

THEME TWO : ORGANIZATIONAL CULTURES OF BELONGING

Why organizational cultures of belonging are important

- What's one common misconception that you see in companies regarding how organizational cultures of belonging works?
- In your experience, how does promoting organizational cultures of belong contribute to building more stable and adaptable organizational cultures?
- There's been a lot of debate over the effectiveness of on what makes a strong organizational culture. What are some of the common pitfalls that lead a culture of belonging to fail, and how can orgs avoid them?
- what emerging trends do you think will shape workplace culture and leadership?

INTERVIEW & CONVERSATION STARTERS

THEME THREE : FOSTERING A CONFIDENT CULTURE

How to equip your team to thrive in any situation.

- You help both individual company heads and also their teams integrate tools from the Relaxed Leadership Playbook™. What does this look like in actuality?
- What is key to team members feeling at ease in their capabilities regardless of what they're facing? You take teams through a multi-step system to help them embody this framework. What's one step they could start implementing today?
- Where should people go if they want to learn more about you?

HEADSHOTS & VISUAL ASSETS

High-resolution speaker photos and brand assets available [here](#)

CONTACT & BOOKING

Book Gamal for your next keynote, podcast, or leadership retreat.
To inquire about availability or request more about the
Relaxed Leadership Playbook™, please contact:

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