

ZACH MERCURIO, Ph.D.

Purposeful Leadership, Meaningful Work, & Organization Development Researcher, Strategist, & Bestselling Author



Zach Mercurio, Ph.D. is an organization and leadership development researcher, adjunct professor, strategist, and keynote speaker. He is the bestselling author of "The Invisible Leader: Transform Your Life, Work, and Organization with the Power of Authentic Purpose," praised by Arianna Huffington as "a compelling book filled with powerful stories, cutting-edge research, and practical tools that show us how to lead with purpose."

Zach has worked with and advised leaders in global companies, non-profits, K-12 schools, and universities around the world. Some of his clients have included the National Park Service, The Ghirardelli Chocolate Company, Crocs, Telstra, and The Alzheimer's Association. His work has been featured internationally in media outlets such as The Huffington Post, Thrive Global, Psychology Today, Inc. Magazine, and Forbes, and he is a regular guest on a wide range of leadership and organization development podcasts.

Zach earned his Ph.D. in Organizational Learning, Performance, and Change from Colorado State University in Fort Collins, CO where he researches purpose, meaningful work, purposeful leadership, and organization development.

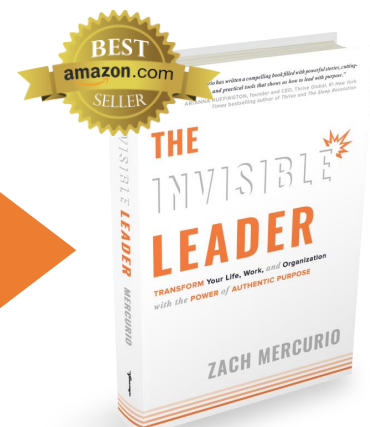
Key Topics

PURPOSEFUL LEADERSHIP
MEANINGFUL WORK
ORGANIZATIONAL CULTURE
HUMAN MOTIVATION AND FULFILLMENT
WORKPLACE WELLBEING

The Invisible Leader tells the story and explores the science and practice of Purposeful Leadership.

"Zach Mercurio has written a compelling book filled with powerful stories, cutting-edge research, and practical tools that shows us how to lead with purpose..."

— **ARIANNA HUFFINGTON**, #1 NY TIMES BESTSELLING AUTHOR,
FOUNDER & CEO OF THRIVE GLOBAL





MOST REQUESTED TOPICS

All of Zach's programs blend science, powerful stories, and practical tools. They are also customized for your group's industry and context. Formats for the programs listed below range from a 45-minute keynote to an immersive, multi-hour applied leadership workshop.

We've included Zach's most requested topics below, but he also has specialized content for industries such as health care, government, education and nonprofits available on request.

LEAD WITH PURPOSE: INSPIRE MEANING, MOTIVATION, AND FULFILLMENT

Research finds that people who work with or for a Purposeful Leader are more resilient and higher-performing. Why? When people are connected to purpose, they are **four times more likely to be engaged**, are **more motivated**, **learn faster** and are **more fulfilled**.

Yet, while 79 percent of leaders rightly think that staying aligned with a central, human-centered reason for being (purpose) is critical to success, just 34 percent say that they enact purpose regularly when making decisions and in their everyday practices when working with their teams.

In this mind-shifting program that redefines leadership, Zach provides clarity about what purpose is, shows how purpose scientifically works to compel people and organizations, and introduces the key research-backed practices of Purposeful Leadership to cultivate fulfilled and resilient lives, teams and organizations.

The Lead with Purpose program has been presented to thousands of people around the world including Fortune 500 executives, front-line workers, healthcare providers, education administrators, governments, entrepreneurs and students.



One of the best sessions we've ever had. Zach was engaging, relatable and his teachings on purpose are so applicable to strengthening our everyday work experience and connecting our purpose to our mission.

– The National Park Service



ACTIVATE PURPOSE IN WORK: HOW TO EXPERIENCE EVERYDAY FULFILLMENT

Eighty-three percent of people in diverse occupations identify that finding meaning in work is a daily top priority, and more than 50 percent of people across numerous occupations and industries indicate they would take a lower paying job for more meaning.

At the same time, compelling research finds that people can actively craft their work as meaningful and connected to a bigger purpose – even in routine tasks.

In the Activate Purpose in Work session, Zach empowers and compels people at the individual, team and leadership level to begin crafting all work as meaningful for themselves and others to feel more fulfilled, engaged, and to increase performance.

Activate Purpose in Work is ideal for all-organization meetings and events and is applicable and empowering for any employee type from frontline worker to executive.

BEYOND ENGAGEMENT: DESIGNING A MEANINGFUL EMPLOYEE EXPERIENCE

Many initiatives to improve employee engagement fail because they tend to overlook the predictors of engagement – the strongest of which is the experience of meaningfulness. With employee engagement rates remaining strikingly low for nearly a decade, Zach provides a new way to think about engagement by focusing on cultivating a **culture of meaning**.

People experience meaningfulness when they (1) feel they are significant, (2) can see how their work fits into a bigger whole, (3) are able to fully utilize their strengths and skills, (4) develop meaningful relationships that add value to their whole lives, and (5) are able participate in a fearless organizational culture.

In Design a Meaningful Employee Experience, Zach provides key research-backed strategies for intentionally designing and maintaining an employee experience that elicits a sense of meaningfulness to drive motivation and fulfillment, which can result in retention and low turnover. The Design a Meaningful Employee Experience is ideal for both organizational and team leaders who are the architects of the core processes that impact the daily life of people in the workplace.



Fabulous talk. Thank you for helping to bring purpose to life for us."

— The Ghirardelli Chocolate Company



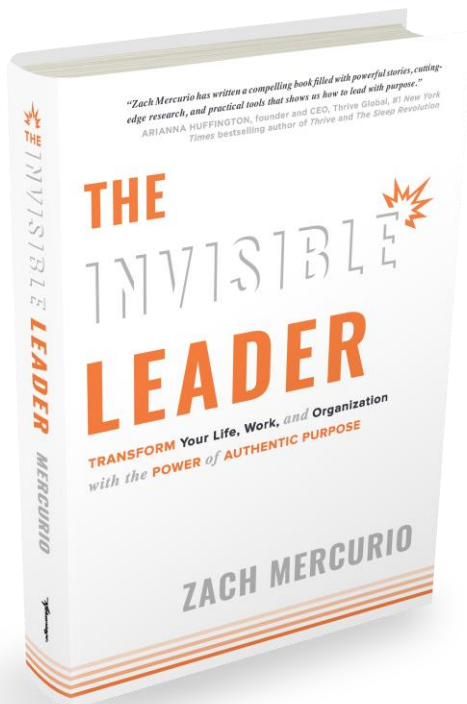
BOOKS FOR AUDIENCE MEMBERS

On request, Zach can offer discounted copies of his book, *"The Invisible Leader: Transform Your Life, Work, and Organization with the Power of Authentic Purpose"* or create speaking packages which include copies of the books. Please allow two weeks for shipping and handling.

Synopsis

Innovative and emerging research shows that a compelling and other-centered authentic purpose – *The Invisible Leader* – may be the most powerful influencer of our behaviors, attitudes, and motivation in organizations, work, school, and life.

Yet despite the increasing evidence of purpose's power, many of the organizations, systems, and institutions which dominate human life aren't built to elicit and leverage the fundamental human search for purpose and meaning. In this must-read book for anyone who considers themselves a leader, international speaker, trainer, and organizational performance scholar Zach Mercurio shows business leaders, educators, students, athletes, and parents how to DISCOVER, CLARIFY, and DELIVER their reason for existence – their authentic purpose.



*"If you are seeking both practical guidance and powerful inspiration to unlock the power of purpose in your life or organization, *The Invisible Leader* is for you."*

– Aaron Hurst, National Bestselling Author of *The Purpose Economy*, CEO at Imperative



A/V REQUESTS

- A wireless lapel or headset microphone is preferred with a backup wireless handheld microphone.
- Please provide an LCD projector and screen(s) for a PowerPoint presentation.
- Zach's slide aspect ratio is optimized for a 16:9 display (widescreen).
- Please provide a long-range wireless slide advancer.
- Zach travels with a HP Spectre laptop with HDMI and VGA adapters.
- Zach's PowerPoint presentation includes an embedded .WMV file that auto-plays.

PRESENTATION DELIVERY INFORMATION

- Zach does not require a podium or flipchart.
- Any audience seating configuration is acceptable.
- Zach will arrive on-site **one hour** before the program start time unless directed otherwise.
- Zach will dress in business casual unless otherwise directed.
- Please confirm in advance if you would like Zach to include a Q&A in his presentation.
- A digital version of Zach's presentation will be made available following your event for distribution to attendees for internal use. Slides may not be shared publicly.
- Photographs and video recording are permitted with copies of files provided to Zach after the event. Presentation recordings may not be shared publicly unless with expressed written consent from Zach.



ZACH MERCURIO

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Zach travels from Denver, Colorado.