

Judith Glick-Smith

President and CEO, MentorFactor, Inc.

Executive Director, The Center for Flow-Based Leadership®



judy@mentorfactorinc.com

Judith ("Judy") L. Glick-Smith, Ph.D., is the author of *Flow-Based Leadership: What the Best Firefighters Can Teach You About Leadership and Making Hard Decisions*.

She is also a contributor and co-author of *Visionary Leadership in a Turbulent World: Leading in the New VUCA Context*, which made the *Forbes* Summer Reading List for 2017.

Judy has been a communication expert, knowledge architect, and organizational development consultant in the world of Technical Communication and Information Technology since 1983.

She is the founder of MentorFactor, Inc., the home of The Center for Flow-Based Leadership®, which focuses on helping organizations prepare for the unexpected by facilitating flow-based work environments.

Judy has been studying Flow-Based Decision Making and Leadership in the fire service for over 10 years. She holds a Ph.D. in Transformative Studies with a concentration in Integral Studies from the California Institute of Integral Studies. She also has a Master of Science in Conflict Management from Kennesaw State University.

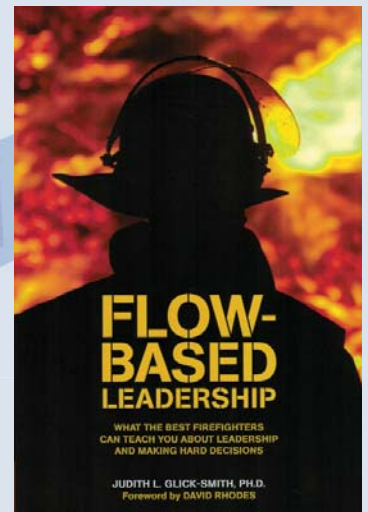
I loved your presentation at the STC Summit Leadership Day. Your session was very inspirational and left me with a lot to think about regarding my management style and my "flow state." Thanks for sharing your phenomenal experiences in researching "flow!" It was fascinating information!

*-Marilyn Woelk, President, Wingz Creative & Technical Group, Inc.
Society for Technical Communication Leadership Conference*

Flow-Based Leadership: What the Best Firefighters Can Teach You about Leadership and Making Hard Decisions

Purpose-driven teams who work in a sustained state of flow or peak performance increase their productivity five-fold. Flow, the intersection of skills and challenge, happens within the individual, but radiates outward. Flow-Based Leaders facilitate flow in themselves and in others. This ultimately fine-tunes the work of the organization, as well as simultaneously increases the individual's and the organization's sense of well-being. The organization is better able to anticipate the unexpected. **And, when the unexpected happens (and it will), the organization is better able to contain it.**

Dr. Glick-Smith's Flow-Based Leadership Model, based on 10 years of research, is a framework an organization can adopt to facilitate flow within its environment to improve long-term engagement by employees as well as customers.



For consulting and speaking engagements, please contact:

Aleise Matheson
aleise@mentorfactorinc.com

Sharon Parker
sharon@mentorfactorinc.com

Both Aleise & Sharon can be reached via phone at 804.464.8154.



Keynote Topics

Flow-Based Leadership: What the Best Firefighters Can Teach You about Leadership and Making Hard Decisions

Based on principles from Dr. Judy's latest book, this keynote speaks directly to members of High-Reliability Organizations such as fire, EMS, police, military, ER personnel, air traffic controllers, other safety industry personnel and any corporation where efficiency is important. Whether your industry is for-profit or not-for-profit organizations, a technology company or one with a technology component, large or small, the principles and practices of Flow-Based Leadership are critical for success.

Strategic Planning for Your Life™

Have you ever noticed that, when you are "in the flow," you feel more confident and positive in your abilities to make decisions? Studies have shown that the more flow experiences a person has, the more positive his or her sense of well-being is. Having a life plan with stated goals facilitates the ability to consciously initiate flow. This is a presentation that gets to the very heart of the individual. It is designed to help each attendee to begin thinking about his or her personal mission, long- and short-term goals, and a process to enable flow and improve overall well-being.

Mentoring as a Leadership Development Strategy

Experiential training has been shown to be a phenomenal best practice in preparing individuals for decision making, especially in emergent situations where decisive action is critical to a successful outcome. When mentoring is added to the training, the individual receives immediate feedback, which enhances and accelerates the training. This presentation offers a model of mentoring that builds expertise and confidence, promotes leadership and longevity of the organization, and results in better decision making. This framework addresses the cultural challenges involved in integrating mentoring into your training and leadership development programs.

Strategic Planning: Aligning Your Life and Your Organization

We all want to go home at the end of the day feeling as though we have contributed. It is very difficult to work in an organization when your personal vision and goals are not in line with the vision and goals of the organization. No matter what your position in an organization, alignment of personal goals with organizational goals is how you nurture purpose in your work. This presentation describes the process of culture change and provides you with tools to facilitate alignment.

Independent Consulting: Reinventing Your Business Model

Learn how to dream big in a way that feels realistic to you. Once you have identified what that dream looks like, this presentation/workshop provides you with a nuts and bolts method for bringing your big dream to fruition, whether it is a new business or the reinvention of an existing business.



Throughout my career, I have had the privilege and honor of training with hundreds of high risk professionals. This book gets to the heart of why, and more importantly how, these individuals can perform at such a high level every day.

-Ed Naggiar, PhD
U.S. Navy SEAL Officer

Whether you're in the fire service or not, this book provides incredible and truly unique insights into leadership, decision making, and creating exceptionally effective organizational cultures. A must read for anyone who is in a position where his or her decisions impact the work and lives of others. Judith's writing ignites the imagination with stories that are inspiring, engaging and deeply moving. You will walk away with a new appreciation for the importance of being "in the flow" and a simple but powerful framework for creating a meaningful and purpose-driven life.

-Thomas Koulopoulos
Chairman, Delphi Group, Author, *The Gen Z Effect*.

Dr. Judy (as she is fondly known) has presented us with a uniquely insightful look at firefighter decision making, going beyond the traditional analytical and weaving the naturalistic with the possible. This is a roadmap for upcoming leader in any organization in which decisions must be made in chaotic, uncertain and rapidly evolving situations.

-David M. Wall
Division Director, Georgia Fire Academy

Your presentation delivered a powerful message on how we as leaders can harness the power of "flow states." I watched you deliver the flow-based leadership concept to leaders of data management companies and realized that the concept crosses over to all job fields.

-William Perez, MPA, EFO, CFO
Assistant Fire Chief, East Hartford Fire Department

Format Options & A/V Requirements

Keynote presentations range in length from 20 minutes to an hour. Half-day workshops and consulting are also available. A/V requirements include a projection unit, backup laptop, lavalier mic for all keynotes and workshops. For workshops, an easel, flip pad of sticky paper, printed handouts and general classroom supplies will also be required.