

Escape Overactivity

Chris Leonard | keynote speaker

You're built for impact—not exhaustion. I help people escape burnout to focus on their greatest passion and highest calling.



about | Chris Leonard

Chris Leonard is the de-overwhelmer of the stuck, the burned out, and the falling behind.

He uses powerful stories, real-world experiences, and the latest research to shed light on the key issues holding teams and leaders back.

Chris is the founder of No Impediments, a consulting firm that gets teams unstuck, on track, and thriving.

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speaking services

- Keynotes
- Strategy Summits
- Half-day and full-day workshops
- Professional development days
- Chapter meetings
- Facilitated working sessions

popular themes

- High-performing teams
- Redesigning work
- Breaking free from burnout
- Creative problem solving
- Leadership development
- Business agility

testimonials

The event's NPS score of 80 speaks volumes about the quality of his delivery and the value attendees derived from his insights. Chris created a truly memorable learning opportunity that will undoubtedly benefit our attendees moving forward.

**Ezekiel Meyer Project
Management Institute
Greater St Louis Chapter**

Chris will make you better. That's what you can expect.

Eve Mitchell, Merck

I wholeheartedly recommend this confident speaker and creative storyteller.

Renée Anne Poulin, KC Agile

Chris' energy brought KPIs into a new light for our chapter members. I have already received requests to bring Chris back next year!

**Liz Menne, Project Management Institute
Columbus GA Chapter**

Chris's ability to connect with the audience and convey his message clearly made a significant impact.

Greg Campeau, Michigan Agile Groupies



Abstracts

Chris Leonard

email speaking@noimpediments.com to check availability

Lean and Clean:

The Art of Giving (and Receiving) Crucial Feedback

Abstract

We all know good leadership requires giving effective feedback, and we can all improve at it. What's often left out is that how receiving feedback gracefully relates to how well they give feedback.

Description

Let's learn (and improve on) the most common methods for giving feedback, to disarm defensiveness in even the toughest cases.

Discover how to both give and receive feedback effectively, going beyond the typical one-way street to a true dialogue that builds deeper understanding.

Learning Objectives

1. Balance empathy and directness when giving feedback.
2. Receive professional feedback with openness, curiosity, and a wise grain of salt.
3. Use feedback conversations as catalysts to stronger relationships and higher performance.

Shaping the Future:

Building AI Products Without a Tech Background

Abstract

Why does the discourse on AI focus disproportionately on personal productivity when the possibilities are so much better than answering a few emails faster?

It's time for us to confidently lead the development of AI products that ethically accomplish astonishing things. Let's talk about how.

Description

This non-technical session equips you to guide AI initiatives with confidence. Mixing interactive activities and real-world examples, learn how to collaboratively improve outputs, set quality benchmarks, craft ethical guardrails, and more.

Learning Objectives

1. Review key concepts of AI products: data, models, ethics, and prompt automation.
2. Identify success factors for managing AI initiatives like quality benchmarks, rapid iteration, and cost & risk management.
3. Lower the risk of AI product development with proven tactics from real AI initiatives.

Persuasion Agility:

Mastering the Art of Influence

Abstract

Can we lead change with influence alone?

Power isn't necessary to forge a new path; sometimes it can even get in the way.

What's needed is a deeper understanding of persuasion as a dialogue by which we find our way to a better outcome together.

Description

This talk uses colorful stories, humor, and a tested persuasion method from an unlikely source to show you how to persuade more effectively, especially in dealing with tricky stakeholders where influence alone wins the day.

Learning Objectives

1. Quickly find and build on common ground with stakeholders and other key actors.
2. Approach persuasive conversations with confidence and intent.
3. Discover transformative opportunities in resistance for better relationships, more value, and greater connection.

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Abstracts

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Weighing the Cost of Intervention

Abstract

Speaking up always incurs a price. Is the benefit worth it?
Too many people let their anxiety and discomfort sabotage the productivity of whole teams. But there is a better way to intervene - with purpose, empathy and awareness.

Description

This talk shows you when to intervene, what it really costs, and how to minimize the costs.
You can carefully assess when to keep silent and when and how best to step in when it truly matters most.

Learning Objectives

1. Recognize and categorize the costs of intervention
2. Identify sound and unsound reasons for intervention in teamwork or meetings
3. Minimize the tradeoffs of stepping in once the decision is made

Planning for Change:

Adaptive Approaches for Traditional Cultures

Abstract

Many organizations, even those that pride themselves on being nimble and lean, still rely on predictive, rigid planning practices.
People aren't all-knowing, so we can't plan with perfect clarity. Good news: We don't have to.

Description

This session examines the tremendous costs and risks of upfront planning. We will build adaptive structures together so the work that matters most will be done by teams that learn faster and apply their learning more consistently.

Learning Objectives

1. Make flexible plans for major goals amidst regulatory and cultural constraints.
2. Apply lightweight practices to reduce the cost and effort of planning.
3. Build in lean but effective practices in continuous improvement that really work.

Making Space for Joy:

AI Tools for Creative Problem Solving

Abstract

Can AI help us live more joyfully?
Our endless days of draining meetings and busywork can change.
Applying AI imaginatively, we can overcome the obstacles that limit our impact and dive deeper into the work closest to our true passions and values.

Description

This session gets you started with common AI tools to immediately scale your creative problem-solving skills.
Learn to flex AI's expanding capabilities to win back time from busywork and double your focus on the highest, most joyful uses of your talents.

Learning Objectives

1. Catch up on the fast-evolving landscape of AI tools.
2. Go beyond basic fluency with prompts to make AI a creative thought partner.
3. Work hands-on to apply AI to the toughest tasks on your plate right now.

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