

Leadership Alchemy: From Autopilot to Intentional Leadership

Keynote · a strengths-based introduction to intentional leadership



THE SESSION



The traits that made you successful are running automatically - so natural to you that you can't even see them. That's the catch: the same wiring that makes you brilliant is quietly creating your blind spots, and most of us spend years trying to fix what's 'wrong' instead of learning to aim what's already strong.

This is an introduction to **Leadership Alchemy**: a strengths-based, research-informed way to understand how you're wired so you can choose, on purpose, how to use it. This is less a talk about leadership than a mirror held up to you - and by the end, you'll have found the gift hiding inside the very thing you've been apologizing for and a way to turn up the volume on your successes. You don't reach your next level by becoming someone else—you reach it by taking the wheel of who you already are.

- › **The Challenge:** Most leaders spend years spinning their wheels trying to fix perceived weaknesses—like the organizer who can't switch off, the visionary with 40 unfinished projects, or the empathetic manager wiped out by Tuesday.
- › **The Shift:** This inspiring, deeply personal, and highly interactive session teaches you how to stop fighting your natural wiring and instead turn subconscious autopilot patterns into intentional, high-impact choices.
- › **The ROI:** Adopting a strengths-based approach drives hard corporate results. According to Gallup research, organizations that focus on strengths experience a **3x increase in quality of life** and a **6x increase in employee engagement**.

KEY TAKEAWAYS

- › **The Superpower & The Kryptonite:** Discover why your greatest leadership strength and your primary blind spot are actually the exact same wiring wearing different clothes.
- › **The Autopilot Circuit-Breaker:** Walk away with a simple, practical tool to catch an automatic reaction and transform it into an intentional choice
- › **From Friction to Flow:** Gain a fresh lens on team dynamics to understand the differences that cause friction—and how to convert that friction into collaboration
- › **Your Leadership Fingerprint:** Stop pouring effort into plugging holes. Learn how aiming your unique strengths builds an unstoppable engine (with odds of 1 in 33 million that anyone shares your top five).

ABOUT KARIN



Karin Sugar is a Gallup-Certified CliftonStrengths Coach — one of fewer than 10 in Israel — and the founder of Butterfly Business Consulting. She works with founders, leaders, startups and teams who are already performing well and want the next level: more clarity, intention and impact, without losing what makes them unique. Her signature approach, Leadership Alchemy, is a strengths-based, research-informed way of understanding how you're wired so you can intentionally choose how to use it. Karin has spoken internationally, including at the Building Business Capability conference (USA) from 2012–2015 and in 2018, to audiences of up to 200. She delivers her sessions in English.

Format Options: Available as a 45–60 minute keynote, an interactive lunch-and-learn, or an expanded leadership workshop.