

RICHARD DORE

KEYNOTE SPEAKER



CONFERENCES - INHOUSE TEAM BUILDING - RETREATS - MASTERCLASSES - ASSOCIATIONS

BIOGRAPHY

Richard Dore is the **CEO** and Lead Educator of **Proteus Leadership**, where he has become a cornerstone of the organisation's success since joining in 1999. With a deep-rooted passion for leadership development, Richard is widely recognised as one of Australia's most **effective Business and People Management Educators**. His approach to leadership is not only about imparting knowledge but it's also about transforming this into actionable strategies that drive real change across the workplace.

Richard's extensive qualifications, including a degree in Adult Education, are complemented by his hands-on experience with a variety of industries. This unique blend of academic knowledge, and practical expertise enables him to **connect with leaders at all levels**, helping them navigate the complexities of modern leadership with confidence and clarity.

One of Richard's most admired qualities is his facilitation style. Known for his ability to **simplify complex concepts**, Richard empowers leaders to tackle challenges head-on and implement practical solutions that yield tangible results. His sessions are **engaging, insightful and always focused on actionable outcomes**, ensuring that participants leave not just with ideas, but with a clear plan for execution.



WHY CHOOSE RICHARD?

Richard Dore is a **keynote speaker** who combines **inspiration with actionable insights** that leave a lasting impact. As the CEO and Lead Educator of Proteus Leadership, Richard brings decades of experience in transforming workplace cultures and developing leadership excellence.

His presentations are not only **engaging and powerful** but are also filled with practical tips that your team can implement immediately.

Whether for **conferences, in-house team-building events, retreats, or masterclasses**, Richard's approach to leadership is grounded in real-world experience and tailored to address the challenges faced by today's leaders.

Attendees will walk away not just inspired but equipped with strategies to foster positive change, enhance team performance, and **build resilient workplaces**.

Don't miss the opportunity to have Richard Dore energise and educate your audience. **Book him today** and elevate your event and enable your leaders to achieve greatness.



“Richard’s style of presenting is always upbeat and matter of fact. Many messages encourage you to stop and think, for me the idea of compassionate candour and the paradoxical blend of humility and will were useful.”

Cathie Arndt - City of Greater Dandenong



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KEYNOTE TOPIC 1

CULTURE BY DESIGN

Resetting the Way We Lead, Work and Belong.

Culture by Design challenges every individual to step beyond default settings and into proactive leadership, regardless of role or title. Because culture isn't what we say, it's what we tolerate, celebrate and consistently model.

Culture is driven by behaviour. It's what we do. Great cultures are led by design, with people choosing to operate above the line in a positive, professional and proactive way.

This keynote inspires the audience with the skills and confidence to call out dysfunction and negative influences, while creating space for positive people to shine and thrive.

It also fosters and promotes a psychologically safe environment where teams can innovate, stay relevant, challenge respectfully, and build a growth mindset, while addressing behaviours that don't serve the team, or the client.

The result is a self-regulating culture where people take 100% responsibility. Progress is recognised, relationships are strengthened, and better outcomes are delivered for people, customers and the organisation.

Key Takeaways

1. Stop talking culture. Design it
2. Staying above the line - leading mindsets and behaviours
3. Check the pulse - don't let culture drift by default
4. Cut the drama - catch it, call it, fight clean
5. Back your best and reward what you want repeated

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KEYNOTE TOPIC 2

YOU'RE NOT UNSAFE, YOU'RE JUST UNCOMFORTABLE

**Stop confusing discomfort with danger.
Stretch is not stress.**

In a world increasingly obsessed with comfort and caution, we're losing our tolerance for the very thing that drives growth - discomfort. This provocative session challenges the misuse of psychological safety as a shield against feedback, accountability and improvement.

Great teams don't retreat from challenge. They normalise discomfort and redefine psychological safety as a platform for engagement and innovation, not avoidance.

Because growth doesn't come from comfort, it comes from stretch, challenge and honest conversations. And the leaders who understand this don't lower the bar, they call people up to it.

Key Takeaways

1. Separating unsafe from uncomfortable
2. How to Stop weaponising Psychological Safety
3. Learning how to lean into discomfort
4. How to take 100% responsibility
5. When to step into the Growth Zone



KEYNOTE TOPIC 3

LEADING AND NAVIGATING TRANSFORMATIONAL CHANGE

The Fourth Industrial Revolution Has Landed.

Change isn't coming - it's here. And it's redefining everything.

Leading in the Fourth Industrial Revolution explores the reality that we are no longer facing incremental change, but a fundamental shift in how we work, lead and live. In this era shaped by AI, automation and rapid advancement our traditional approaches no longer keep pace.

For many, change is still something to either manage or resist. But in a world that won't slow down, that mindset is now obsolete.

This keynote challenges people at every level to rethink their relationship with change and step into a more agile, proactive and adaptive way of operating by learning how to lead and navigate transformational change in real time.

It's about who we need to become to stay relevant now, and thrive in what comes next.

Key Takeaways

1. The Fourth Industrial Revolution is here and what to do about that
2. Adopting relevance as your new measuring stick
3. How to stop managing change and start embracing and leading it
4. Letting go of control and learning how to navigate uncertainty
5. How to build your Change Intelligence and Literacy with a bias for Action

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KEYNOTE TOPIC 4

GETTING STUFF DONE - BUT ONLY THE RIGHT STUFF

Debunking The Busyness Myth.

Being truly present, focused, and delivering the right results is one of the biggest challenges of modern work. It is a genuine superpower for those willing to master it.

In a culture where busyness has become a badge of honour, this session calls out the Busyness Myth and replaces it with productivity principles that stick. Learn how to build habits that protect your time, energy, and focus while driving the outcomes that you're really measured on.

Because being busy is easy - **being effective is what sets you apart!** The real question is not how much you're doing but whether it's what truly matters.

Key Takeaways

1. How to recognise busyness as a red flag - not a badge of honour
2. Take control of digital distraction with Productivity Principles that work
3. Become fully present to maximise your impact
4. Decide on what really matters and eliminate the rest
5. Build habits that drive meaningful progress - not just activity



KEYNOTE TOPIC 5

THE MINDSET SHIFT

Own Your Story - Or It Will Own You.

Our mindset is not just how we think, it is how we interpret, respond and ultimately shape our reality.

The Mindset Shift challenges the often unconscious narratives that drive our behaviour, influence our decisions and limit what we believe is possible. Because whether we realise it or not, the stories that we tell ourselves are running the show.

In a world of constant pressure and change, it is easy to fall into unhelpful patterns like doubt, blame or shame, fuelled by automatic self-talk and stories like "I'm not enough." But these patterns are not fixed. They can be reframed and redirected.

This keynote explores how to **take ownership of your thinking**, shift the stories that no longer serve you. Now you can build a mindset grounded in resilience, pragmatic optimism and action.

Because when you change your story, you change how you show up and the results you create.

Key Takeaways

1. How to **HARNESS** your inner dialogue
2. Know when to **TAME** and challenge your inner critic
3. **REFRAME** the stories you tell yourself to change the outcome
4. How to **BUILD** pragmatic optimism
5. **CREATE** a bias for action and move forward

INVESTMENT

KEYNOTE

Virtual

Virtual - Up to 500 participants (Proteus hosts on Zoom)

\$6,250 + GST

Face-to-face

Unlimited number of participants in keynotes for face-to-face (no workbooks supplied)

(Keynote presentations are usually 45 - 90 minutes).

\$7,500 + GST

CONNECT WITH RICHARD DORE

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 LinkedIn

proteusleadership.com

REQUEST A PROPOSAL

If you would like Richard Dore to speak at your event, click on the button below to complete the proposal request form

GET A PROPOSAL



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“Bang on topic and 100% relevant to today! Richard’s delivery and thought-provoking comments always challenge me to grow, learn and improve more as a leader.”

**Elisabeth Dayot - Office of the Queensland
Parliamentary Counsel**

“Richard’s style of presenting is always upbeat and matter of fact. Many messages encourage you to stop and think, for me the idea of compassionate candor and the paradoxical blend of humility and will were useful.”

Cathie Arndt - City of Greater Dandenong

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LEADERSHIP

creating great leaders

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