

Leslie Ellis

**Executive Change Advisor,
Keynote Speaker & CEO,
Meaningful Change Consulting**

Leslie Ellis helps leaders raise the probability of success in complex, high-stakes change. As CEO of Meaningful Change Consulting, she works with senior leadership teams navigating enterprise transformation, culture change, and reinvention—particularly when the cost of getting it wrong is significant.

With 20+ years of experience across 55 organizations in 42 countries, Leslie is brought in when change is stalled, fragmented, or at risk—or when leaders want to set change up for success from the start. Using proprietary frameworks including Layered Alignment™ and Strategic Tension™, she challenges common assumptions about resistance, speed, and execution, equipping leaders with clearer ways to think, decide, and lead through complexity.

Certified Change Management Professional | Certified Reinvention Practitioner

Signature Speaking Topics:

Leading Meaningful Change

Why most change efforts fail before they begin—and what leaders must do to create clarity, alignment, and momentum.

Change Isn't Broken—Leadership Is

Why organizations keep "fixing" change instead of confronting the leadership behaviors that quietly derail it.

Leadership During Complex Change

What complexity reveals about leadership behavior and decision-making—and how leaders must adapt.

Reinvention as a Core Capability

How leaders build reinvention capacity before crisis forces it—and why waiting costs more than evolving early.

Change Rescue™: Recovering Failing Change

How to recognize early warning signs and reset change efforts before credibility, trust, or results erode.

What Audiences Leave With:

- Reframed understanding of why change stalls at the leadership level
- Clear language to discuss alignment, resistance, and accountability productively
- Insight into how leadership behavior directly shapes change outcomes
- A stronger sense of what leaders themselves must change—not just their teams

Ideal Audiences:

- ✓ Executive and senior leadership teams
- ✓ Leadership conferences
- ✓ Professional associations
- ✓ Organizations navigating transformation

Speaking Inquiries: info@meaningfulchangeconsulting.com
www.meaningfulchangeconsulting.com

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