

Andrew Brown

Founder and director of Adaptive Cultures and lead.first

Andrew is a demonstration that there are many paths to being an inspirational leader. He invites his audiences to find their own innate leadership strengths and unique leadership journey rather than modeling themselves on heroic images.



Andrew draws on personal experiences, challenges and triumphs, in laying out possible pathways for leadership growth and development. He is a profound storyteller and a soulful pragmatist who provides his audience deep insights into human growth and development with highly practical, actionable guidance.

Challenging traditional notions of culture and change work, Andrew believes that at the heart of building adaptive organisations is creating work environments that foster creativity, humanity and growth. He has written extensively on the topic of building adaptive cultures.

As a keynote speaker, Andrew is passionate, funny and caring, inspiring optimism and provoking new possibilities on ways to lead authentically. His passion is to enable people to liberate their inherent wisdom and compassion in service of the lives they wish to lead and the organisations they aspire to create.

Andrew has held senior executive positions across Finance and Leadership development in Australia, Singapore and the Philippines. Andrew was the Asia Pacific member of the global AXA Learning & Development Board and is also a past and present director of the Actuaries Institute of Australia.

Speaking topics:

Following your own Leadership Pathway

Exploring our growth edges as human beings is one of the hardest, most uncomfortable experiences we endure. And it can be one of the most energising, revitalising and rewarding aspects of life. Andrew shares his own experiences, from his first mid-life crisis at 19, to leaving corporate roles to pursue his passions in leadership and development, to entrepreneurial endeavors. In doing so, he unveils key clues in finding our own developmental pathways.

Creating Adaptive Organisations through Leadership and Culture

A provocative look at the mistakes most organisations make when they seek to change culture as well as insights into contemporary approaches that work, this talk builds on ground-breaking research conducted in partnership with Andrew's colleague, Alison Cameron. Andrew explores the 6 steps to creating adaptive capacity in organisations, leaving each audience member aware of their personal responsibility in creating healthy, happy and robust organisations and committed to doing something about it.

Building Organisational Resilience

A common response to the increasingly chaotic pace of change and disruption that all organisations face is to focus on the capacity of the individual to cope and endure. Andrew, in this thought-provoking presentation, asks organisations what they can do to enable thriving and growing rather than enduring and coping. He explores this through the lens of development – how both individuals and organisational systems need to grow up, to adequately adapt to change. Through the madness of colliding world views and conflicting requirements, Andrew deftly weaves a pathway of possibility – a pathway to the sustainable, thriving organisation.