

PAUL SKEWES

Turning capability into contribution

SPEAKER / MASTERCLASSES / WORKSHOPS



THE CONTRIBUTION GAP

Why capable people hold back at work - and how we create the conditions for them to contribute.

Organisations invest heavily in capable people. Yet their ideas, judgement and experience don't always make it into the work.

Paul Skewes explores what gets lost in that gap and how everyday interactions influence whether people speak honestly, get involved and take responsibility. Through compelling stories, surprising humour and practical insight, he invites audiences to recognise their own part in the team around them - and what they can do to change it.

"Weaving compelling stories takes skill. Paul is fabulous at this!"

Shil Shanghavi | Global Public Speaker & Head of Speaker Coaching at TEDxPerth



THE CONTRIBUTION GAP

Your people have more to offer.

What happens when they try?

People bring capability, experience and judgement to work, but teams don't always benefit from everything they have to offer. Everyday interactions influence how much people contribute; whether they share an idea, ask a question, offer support or take initiative.

When speaking honestly feels risky, effort goes unnoticed or responsibility is passed elsewhere, capable people learn to hold back. The team loses useful conversations, connection, better decisions and opportunities to improve.

The Contribution Gap explores how engagement, acknowledgement and responsibility build Connected Trust - trust earned through doing real work together. Leaders have particular influence, but everyone contributes. Paul helps audiences recognise their role and take action within their reach.

WHAT YOUR AUDIENCE TAKES AWAY

- Recognise the everyday conditions that cause capable people to hold back.
- Understand how engagement, acknowledgement and responsibility build Connected Trust.
- Use three powerful questions to challenge what is happening in any team.
- Identify their own influence on team behaviour, whatever their position.
- Choose small, deliberate actions that turn good intentions into contribution.

WHY PAUL

Paul's experience spans military operations, corporate transformation and leadership coaching. He understands the pressure people face at work and brings the curiosity and humour of an improv performer.

His compelling storytelling and human honesty help audiences recognise familiar workplace realities, examine their own behaviour and leave with practical ideas they can act on.

"Paul doesn't just deliver a keynote - he challenges leadership clichés and leaves audiences with tools that work."

Agata Dharma

President, Indonesian Chamber of Commerce, Western Australia

"Paul has a rare gift: he captivates a room and keeps it engaged, no matter how diverse the audience."

Paul Harrison

Project Services Manager, DOF Subsea

A FIT FOR YOUR EVENT

For leadership conferences, management forums and organisational events bringing together middle managers and established people leaders. The Contribution Gap opens a conversation about trust and team performance that can carry through your event.

Supporting masterclasses and workshops give participants time to apply the ideas, practise the conversations and work through challenges from their own teams.

TALK TO PAUL ABOUT YOUR EVENT

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SEE PAUL IN ACTION