



BILL SCHANINGER

**INTERNATIONAL SPEAKER,
AUTHOR, RESEARCHER, AND
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BILL IS AN INTERNATIONALLY RECOGNIZED SPEAKER, AUTHOR, CONSULTANT, AND RESEARCHER WITH OVER 20 YEARS OF EXPERIENCE. HIS UPCOMING BOOK, "POWER TO THE MIDDLE," FOCUSES ON EMPOWERING MIDDLE MANAGERS FOR SUCCESS (PUBLISHING JULY 2023).

AS A SENIOR PARTNER AT MCKINSEY & COMPANY IN PHILADELPHIA, BILL ADVISES CLIENTS ON TALENT MANAGEMENT, WORKFORCE ANALYTICS, AND LARGE-SCALE ORGANIZATIONAL TRANSFORMATIONS. HE HELPS ORGANIZATIONS ENHANCE THEIR BUSINESS PERFORMANCE THROUGH CULTURE, VALUES, AND TALENT.

WITH A REMARKABLE CLIENT PORTFOLIO INCLUDING CEOS, GOVERNMENT MINISTERS, AND TOP EXECUTIVES, BILL ASSESSES ORGANIZATIONAL HEALTH AND LEADS INITIATIVES TO IMPROVE IT.

JOIN BILL'S MISSION TO UNLOCK THE POTENTIAL OF MIDDLE MANAGERS AND FOSTER POSITIVE CHANGE WITHIN ORGANIZATIONS. CONTACT US FOR INTERVIEWS, SPEAKING ENGAGEMENTS, OR COLLABORATIONS.



ABOUT



FORTUNE



Bloomberg

McKinsey
Global Institute



**Harvard
Business
Review**

Forbes

AS SEEN IN

PUBLICATIONS

▶ **PERFORMANCE THROUGH PEOPLE: TRANSFORMING HUMAN CAPITAL INTO COMPETITIVE ADVANTAGE**

A DUAL FOCUS ON DEVELOPING PEOPLE AND MANAGING THEM WELL GIVES A SELECT GROUP OF COMPANIES A LONG-TERM PERFORMANCE EDGE.

▶ **WORKPLACE RITUALS: RECAPTURING THE POWER OF WHAT WE'VE LOST**

THE RIGHT RITUALS CAN REVITALIZE MEANING AT WORK—AND HELP EMPLOYEES MOVE BEYOND “ME” TO “WE.”

▶ **'GREAT ATTRITION' OR 'GREAT ATTRACTION'? THE CHOICE IS YOURS**

A RECORD NUMBER OF EMPLOYEES ARE QUITTING OR THINKING ABOUT DOING SO. ORGANIZATIONS THAT TAKE THE TIME TO LEARN WHY—AND ACT THOUGHTFULLY—WILL HAVE AN EDGE IN ATTRACTING AND RETAINING TALENT.

▶ **HELP YOUR EMPLOYEES FIND PURPOSE—OR WATCH THEM LEAVE**

EMPLOYEES EXPECT THEIR JOBS TO BRING A SIGNIFICANT SENSE OF PURPOSE TO THEIR LIVES. EMPLOYERS NEED TO HELP MEET THIS NEED, OR BE PREPARED TO LOSE TALENT TO COMPANIES THAT WILL.

▶ **QUIET QUITTING AND PERFORMANCE MANAGEMENT**

CHURN IS UP. ENGAGEMENT IS DOWN. AND YEAR-END REVIEWS ARE HERE. ARE YOU WORRIED THAT GIVING FEEDBACK WILL MAKE WORKERS FEEL WORSE?

▶ **THREE ACTIONS TO BOOST FRONTLINE ENGAGEMENT AND RETENTION**

FRONTLINE EMPLOYEES ARE STRUGGLING TO BUILD AND MAINTAIN THEIR NETWORKS AT WORK. LEADERS WHO SUPPORT THEM ARE LIKELY TO SEE AN IMPACT ON RETENTION.

▶ **THE OFFICE OF THE FUTURE: A WHOLE NEW (FLOOR) PLAN**

REVISITING YOUR TALENT STRATEGY FOR A HYBRID WORLD? THINK HARD ABOUT THE PURPOSE AND DESIGN OF YOUR OFFICE SPACE.



CLICK TO EXPLORE EACH PUBLICATION

INTERNATIONAL SPEAKER

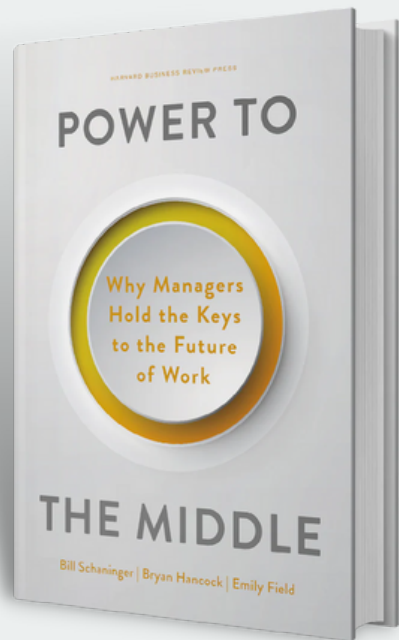
BILL SCHANINGER IS AN INTERNATIONALLY RECOGNIZED SPEAKER WITH A STRONG TRACK RECORD OF CAPTIVATING AUDIENCES AT LIVE EVENTS. HIS EXPERTISE HAS BEEN FEATURED IN NOTABLE MEDIA OUTLETS, INCLUDING CBS AND MARKET WATCH. BILL HAS BEEN INVITED TO SPEAK AT PRESTIGIOUS EXTERNAL EVENTS SUCH AS THE CHARTER WORKPLACE SUMMIT, CHATHAM HOUSE: FUTURE OF WORK CONFERENCE, CULTURATI, FORTUNE GLOBAL FORUM, FROM DAY ONE: THE FUTURE WORKPLACE, G100, SHRM ANNUAL BOARD MEETING, AND WIRED. WITH HIS ENGAGING AND INFORMATIVE SPEAKING STYLE, BILL LEAVES A LASTING IMPACT, DELIVERING INSIGHTFUL PRESENTATIONS THAT INSPIRE AND EMPOWER HIS LISTENERS.

SPEAKER AT PROMINENT EXTERNAL EVENTS, INCLUDING:

- CHARTER WORKPLACE SUMMIT
- CHATHAM HOUSE: FUTURE OF WORK CONFERENCE, RESPONSIBLE BUSINESS
- CULTURATI
- FORTUNE GLOBAL FORUM
- FROM DAY ONE: THE FUTURE WORKPLACE
- G100
- SHRM ANNUAL BOARD MEETING
- WIRED



CLICK TO EXPLORE EACH SESSION



POWER TO THE MIDDLE

IN **POWER TO THE MIDDLE**, MCKINSEY THOUGHT LEADERS **BILL SCHANINGER**, **BRYAN HANCOCK**, AND **EMILY FIELD** CALL FOR A PROFOUND REIMAGINING OF WHAT MIDDLE MANAGERS CAN AND MUST BE ABLE TO DO. THEY EXPLAIN HOW MIDDLE MANAGERS ARE UNIQUELY POSITIONED CLOSE TO THE GROUND BUT WITH A CRUCIAL CONNECTION TO COMPANY STRATEGY —ENABLING THEM TO GUIDE ORGANIZATIONS THROUGH THE CURRENT PERIOD OF RAPID AND COMPLEX CHANGE, AS WELL AS HELP TO SHAPE THE NEW WORLD OF WORK.

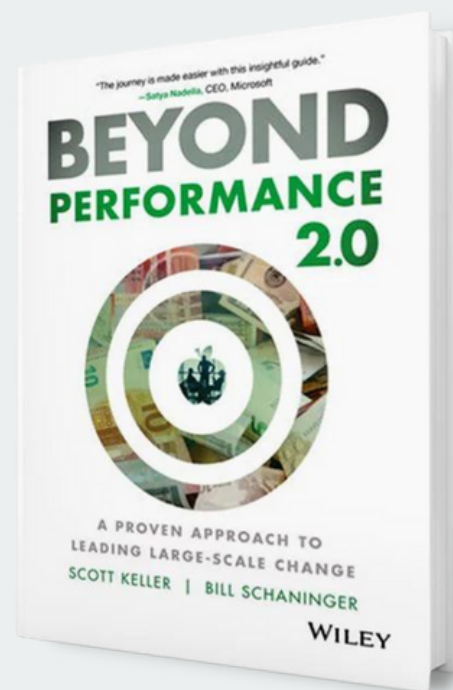
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BEYOND PERFORMANCE 2.0

DOUBLE YOUR ODDS OF LEADING SUCCESSFUL, SUSTAINABLE CHANGE

LEADERS AREN'T SHORT ON ACCESS TO CHANGE MANAGEMENT ADVICE, BUT THE JURY HAS LONG BEEN OUT AS TO WHICH APPROACH IS THE BEST ONE TO FOLLOW. WITH THE PUBLICATION OF **BEYOND PERFORMANCE 2.0**, THE VERDICT IS WELL AND TRULY IN. BY APPLYING THE APPROACH DETAILED BY AUTHORS, **SCOTT KELLER** AND **BILL SCHANINGER**, THE EVIDENCE SHOWS THAT LEADERS CAN MORE THAN DOUBLE THEIR ODDS OF SUCCESS—FROM THIRTY PERCENT TO ALMOST EIGHTY.

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PODCASTS



"IS WORKER POWER ON THE RISE?"

MCKINSEY TALENT EXPERTS BRYAN HANCOCK AND BILL SCHANINGER EXPLORE THE SHIFTS IN EMPLOYEE AGENCY IN A LABOR MARKET HEAVILY AFFECTED BY THE COVID-19 PANDEMIC AND THE GREAT ATTRITION. THE FOLLOWING TRANSCRIPT HAS BEEN EDITED FOR CLARITY.



"TALENT AT A TURNING POINT"

HR EXPERT DAVID GREEN, COAUTHOR (WITH JONATHAN FERRAR) OF EXCELLENCE IN PEOPLE ANALYTICS (KOGAN PAGE, JULY 2021), SPEAKS WITH MCKINSEY'S BRYAN HANCOCK AND BILL SCHANINGER ABOUT A TALENT MARKET IN THE THROES OF CHANGES—AND HOW HR LEADERS CAN USE PEOPLE ANALYTICS TO NAVIGATE THE CURRENT INFLECTION POINT SUCCESSFULLY.



"FROM THE GREAT ATTRITION TO THE GREAT ADAPTATION"

MCKINSEY EXPERTS IN TALENT AND ORGANIZATIONAL HEALTH AARON DE SMET AND BILL SCHANINGER JOIN EXECUTIVE EDITOR ROBERTA FUSARO TO DISCUSS HOW THOSE IN CHARGE MUST ADOPT NEW WAYS OF LEADING TO KEEP THE EMPLOYEES THEY HAVE.



"CULTURE IN THE HYBRID WORKPLACE"

TALENT EXPERTS BRYAN HANCOCK, BILL SCHANINGER, AND BROOKE WEDDLE SPEAK WITH MCKINSEY GLOBAL PUBLISHING'S LUCIA RAHILLY ABOUT THE NEED TO RADICALLY RETHINK CULTURE TO GET HYBRID RIGHT—AND ABOUT RECKONING WITH THE NOVEL CHALLENGES OF COMBINING REMOTE AND ON-SITE WORK.



"GRABBING HOLD OF THE NEW FUTURE OF WORK"

MCKINSEY TALENT EXPERTS BRYAN HANCOCK AND BILL SCHANINGER WELCOME ECONOMIST AND MCKINSEY PARTNER SUSAN LUND TO DISCUSS THE LATEST MCKINSEY GLOBAL INSTITUTE RESEARCH ON THE TRAJECTORY OF JOBS, SKILLS, AND OTHER WORKFORCE TRENDS IN THE COVID-19 RECOVERY.



"THE ELUSIVE INCLUSIVE WORKPLACE"

MCKINSEY LEADERS AND TALENT EXPERTS BRYAN HANCOCK AND BILL SCHANINGER SPEAK WITH MCKINSEY GLOBAL PUBLISHING'S LUCIA RAHILLY ABOUT THE URGENT NEED TO INCREASE INCLUSIVENESS AT WORK, INCLUDING HOW YOUR TALENT PRACTICES COULD BE HELPING—OR HINDERING—YOUR EFFORTS.



CLICK TO LISTEN TO EACH PODCAST

MEDIA STATISTICS



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MASTER OF CEREMONIES

MASTER OF CEREMONIES (MC) PERFORMANCES HAVE BECOME AN INDISPENSABLE ELEMENT IN EVENTS, ELEVATING THE OVERALL EXPERIENCE THROUGH THEIR EXCEPTIONAL HOSTING SKILLS AND SEAMLESS EVENT COORDINATION.

KEYNOTE

KEYNOTE PRESENTATIONS CONSISTENTLY SERVE AS POWERFUL CATALYSTS FOR INSPIRATION AND THOUGHT LEADERSHIP, LEAVING AUDIENCES ENLIGHTENED, MOTIVATED, AND EQUIPPED WITH TRANSFORMATIVE IDEAS.

INDIVIDUAL COACHING

INDIVIDUAL COACHING HAS PROVEN TO BE A TRANSFORMATIVE AND HIGHLY EFFECTIVE APPROACH, EMPOWERING INDIVIDUALS TO UNLOCK THEIR FULL POTENTIAL AND ACHIEVE REMARKABLE PERSONAL AND PROFESSIONAL GROWTH.

PARTICIPATION IN A PANEL

PARTICIPATION IN PANEL DISCUSSIONS FACILITATES DIVERSE PERSPECTIVES, FOSTERS MEANINGFUL DIALOGUE, AND ENRICHES AUDIENCE ENGAGEMENT, RESULTING IN A COMPREHENSIVE EXPLORATION OF TOPICS AND A WELL-ROUNDED EVENT EXPERIENCE.

COLLABORATION ON RESEARCH

COLLABORATING ON RESEARCH ENDEAVORS YIELDS INVALUABLE INSIGHTS, FOSTERING INNOVATION, INTERDISCIPLINARY KNOWLEDGE EXCHANGE, AND THE DISCOVERY OF BREAKTHROUGH SOLUTIONS TO COMPLEX CHALLENGES.

COLLABORATIONS