Commitment *Distortions*

The beliefs that help leaders succeed can become the patterns that make leadership unsustainable.

Commitment is often treated as the answer. Need better results? Be more committed. Need to overcome obstacles? Be more committed. Need to close the gap? Be more committed.

But what happens when commitment becomes the solution to every problem?

Michelle's keynotes help audiences recognize the hidden patterns that emerge when commitment repeatedly compensates for limited capacity and explore more sustainable ways to lead, support people, and achieve meaningful impact.



SIGNATURE KEYNOTE

Commitment Distortions

Why Caring Deeply Can Lead to Carrying Too Much

We celebrate commitment as the solution to every challenge. But what if some of the beliefs we attach to commitment are quietly undermining our effectiveness, relationships, well-being, and ability to lead over time?

This keynote reveals the hidden assumptions many mission-driven leaders carry about responsibility, sacrifice, achievement, and service, and how those assumptions create unsustainable leadership patterns.

> *"Committed leaders don't necessarily need more commitment. They need greater choice in how they express it."*

AUDIENCE TAKEAWAYS

- Identify common commitment distortions
- Recognize how they show up in leadership
- Understand the cost to individuals and organizations
- Learn a more sustainable expression of commitment

Michelle Watson-Grant, Ed.D., ACC
Sustainable Leadership Speaker, Facilitator & Coach

The Goal Isn't Less Commitment.
It's Greater Choice.

This isn't another burnout talk. And it isn't a conversation about caring less.

It's a conversation about what happens when dedicated leaders repeatedly use more of themselves to compensate for demands that exceed available capacity.

Because the challenge isn't commitment itself. The challenge is when commitment becomes the only strategy leaders have left.

IDEAL FOR

Leadership conferences · Executive and leadership retreats · Nonprofit gatherings · K–12 leadership events · HR and people leader events · Organizational offsites

Additional speaking topics

- **Stop Mistaking Endurance for Resilience**
  Protecting Mission Delivery When Change Doesn't Slow Down

- **The Achievement Trap**
  Protecting Both Results and the People Who Deliver Them

- **When Commitment Won't Let You Feel**
  Protecting Decision Quality and Team Climate When Pressure Rises

MICHELLE WATSON-GRANT, ED.D., ACC

Helping mission-driven leaders sustain their effectiveness and impact through change, challenge, and uncertainty.

Book Michelle to speak