

Judith Germain

LEADERSHIP

Consultant | Trainer | Mentor & Impact Coach
| Speaker |



JUDITH GERMAIN

SPEAKER

Judith Germain, Chartered Fellow CIPD, MBA PgDip, is the Leading Authority on Maverick Leadership, and has been defining Mavericks as wilfully independent people since 2005. Judith has been on stages discussing a wide range of topics including Maverick Leadership, change, culture, and diversity, bringing more than 25 years of hands on business experience to all event formats.

A 'Socialised Maverick' who thinks differently, challenges often and enables effective leadership execution. She empowers business owners, leaders, the C-Suite and organisations to thrive in complex, constantly changing environments.

A seasoned consultant, mentor, and trainer, Judith utilises Maverick Leadership principles to Strategise, Innovate & Execute, a solution that amplifies impact and increases leadership capability and the ability to execute. She understands that effective leaders with the right toolkit and skillset for the task ahead, can achieve objectives and surpass obstacles that they once thought was impossible.

Judith is also the founder of Maverick Paradox Media. She is Editor of The Maverick Paradox Magazine and Host of the Maverick Paradox Podcast, ranking in the top 1.5% most popular podcasts and #2 best UK Leadership podcast to follow in 2024. She actively uses these platforms to share events and other activities she is involved with, bringing her expertise, enthusiasm and reliability to life.

She is also a published author of 'The Maverick Paradox: The Secret Power Behind Successful Leaders'.

In addition to being HRZone's Leadership Columnist, Judith's expert opinion is frequently sought after by radio and international press.

From her extensive speaking experience, delegates have called Judith's style:

- Engaging
- Knowlegable
- Curious
- Confident
- Focused
- Highly interactive
- Energising
- Dynamic

"Judith is a convincing, dynamic and engaging speaker...

Her message is strengthened by the fact that she embodies the qualities she speaks of, and shares generously from her many years of relevant experience.

She is very accessible and warm as a speaker, and her message is strong enough to stand without the baggage of ego and posturing"

Leanne Kelly

SPEAKER TOPICS

FOR LEADERS

Leading Through Uncertainty

How to foster clear and decisive thinking during periods of change

Creating A Culture Of Belongingness

How to embrace inclusive leadership and facilitate workplace belonging

Breaking The Impact Ceiling

How to discover and demonstrate your Leadership Identity™, become more influential and impactful

Enhancing Leadership Capability

How to enhance leadership capability within leadership teams, the exec team and individual leaders

FOR BUSINESS OWNERS

How Influential Are You?

How to amplify influence and attract the clients you want

Run Your Business Like A Maverick

The Maverick DRIVEN™ methodology for Success

SPEAKER EXPERIENCE



Speaker | Mentor & Impact Coach | Consultant | Trainer



SPEAKING

The Maverick Paradox Podcast

Leadership Live 2023

Leadership at the Edge Podcast

HRD Connect Interview

People Managing People Podcast

HRZone - Understanding Key Trends in Today's DEI Landscape Webinar 2023

CATALYSING TRANSFORMATION, CREATING CLEAR THINKING AND DECISIVE LEADERS

KEY THEMES

Leadership

DE&I

Change

Influence

Culture

Team Dynamics

POSITIONS AND ACHIEVEMENTS

Judge of HRZone's Culture Pioneers Awards 2022 & 2023
Finalist in The Leadership Excellence Individual Award category -

Leadership Awards 2023

Senior Level Head of HR (Director Level)

Strategic HR and Operational Business Experience

Exec Team Peer

Chartered Fellow of the CIPD

MBA PgDip

Industry Sectors:

Private

Public

Retail

Media

Governmental

NHS

Charity



MEDIA APPEARANCES



Maddyness

ALLBRIGHT.

BBC RADIO
THREE COUNTIES

HRzone

BusinessChief.

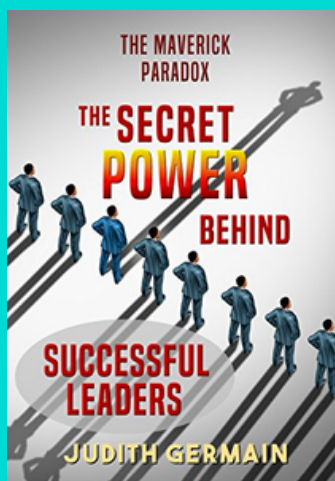
Forbes

BBC RADIO 2

d&i
Leaders

CMI

BBC
ESSEX



BOOK

**The Maverick Paradox:
The Secret Power Behind
Successful Leaders**

£14.99

PublishNation

ASIN: B0727WP2SC

Available on [Amazon](https://www.amazon.co.uk/dp/B0727WP2SC)

Speaker | Mentor & Impact Coach | Consultant | Trainer

JUDITH GERMAIN

MENTOR & IMPACT COACH

As an experienced Board Advisor, Executive Coach and Mentor, Judith works closely with mentees and coachees to enhance their leadership capabilities and amplify their impact and influence.

During her two decades of senior leadership and business owner mentoring and coaching, she has supported hundreds of individuals and been the Vice President of a VIP business community, providing support and mentoring for business owners and entrepreneurs.

Using a highly personalised toolkit of her own models and the latest leadership research, Judith creates a psychologically safe, empowering, and challenging environment to catalyse transformation for business owners and executives. As a Leadership Mentor Judith enables executives to deeply understand and demonstrate their Leadership Identity™, become more impactful and influential and deploy lateral thinking to their endeavours.

Judith's coaching and mentoring is immersive and bespoke to ensure mentees and coachees are equipped with the right tools and mindset to tackle their specific challenges. She enables leaders and business owners to take action and achieve measurable personal and business results.

Business owners working with Judith accelerate their impact, grow and develop their businesses and gain deeper understanding of their core offer.

Judith's mentees and coachees have described her style as:

- Knowledgeable
- Curious
- Supportive, yet challenging
- Personable and collaborative
- Refreshing
- Honest



MENTORING OPTIONS

Leadership Capability

Impact and Influence

Leadership Identity™

Business impact and growth

Core Identity™



Judith Germain was awarded **Highly Commended** in the Executive Coach of the Year category

EXECUTIVE COACH OF THE YEAR
HIGHLY COMMENDED

JUDITH
GERMAIN



Scan the QR Code to hear Janet Houlis explain the Maximising your Impact Programme and the effect that integrating her Core Identity™ and her Core Strategy™ has made on her business.

"I was seeking a coach and mentor who I could work with around my own executive and transformational leadership. Jude's profile stood out immediately. She has a breadth and depth of experience in leadership, management and HR across a range of different sectors. Her profile indicated to me that she had an altogether more organic, authentic approach to coaching and mentoring than the more prescribed descriptors I read elsewhere.

Working with Jude is refreshing. She has enabled me to identify who I truly am as a leader and to think with clarity and purpose for the future. I have a renewed energy and vigour for my career as a result. You will be unsurprised to read, that I would thoroughly recommend working with Jude if you have the opportunity. I'm certain it will be an impactful, beneficial, and positive experience."

Kirsty Goulding



JUDITH GERMAIN

CONSULTANT

Judith has been providing consultancy for almost two decades. Helping senior leaders to unpack organisational and personal challenges, so that they feel empowered to take proactive steps forward.

Judith became a senior leader at the age of 24, where she was often the youngest, only female and only person of colour in the senior team. When this is coupled with her entrepreneurial experiences as a Founder and consultant, Judith is able to bring unique perspectives to the corporate and entrepreneurial worlds of her clients. As an ex Senior Head of HR, Judith is a seasoned people development expert who has also had strategic responsibility for Operations. Her valued consultancy, grounded in this unique synergy of HR and business experience, can accelerate understanding during periods of change, leading to execution and effective impact.

Judith also creates bespoke interventions for each client based on their specific requirements, resulting in outstanding engagement across all levels, and long-lasting client impact with a clearly illuminated roadmap towards success.

Following her consultancy, Judith will often deliver hands-on training or mentoring to energise, empower and upskill teams or organisations to proactively tackle organisational challenges.

CONSULTANCY OPTIONS

Future proofing your organisation

Improving leadership capability

Enabling belongingness

Navigating periods of change

“Judith designed and delivered two interactive and engaging sessions on Strategic Thinking for our Leadership Programme. As a result, colleagues gained a deeper understanding of the theoretical elements of strategic thinking through the model Judith explained. They were able to put into practice different modes of thinking, such as emergent and non-linear thinking.

Colleagues expressed that they now feel more equipped to think creatively and consolidate their thoughts, leading to increased effectiveness in completing tasks, among other benefits.”

Natasha Anderson



Judith Germain was awarded “**Most Engaging Leadership Consultancy 2023**” at the Corporate Coaching and Recruitment Awards



CONSULTANCY EXPERIENCE



JUDITH GERMAIN

TRAINER

Judith Germain is an experienced trainer, known for her ability to deeply understand the challenge you are trying to resolve, and design a solution that not only solves the symptoms, it unearths the root causes **to create long-term solutions.**

Every intervention Judith delivers, whether in-person or online, is entirely bespoke and tailored to the organisation's requirements and delegates needs. Prior to the sessions, Judith deep-dives into the organisation's challenges and discovers their specific requirements and delegate's needs.

Requirements are varied, however improving exec and senior team's impact and influence, how to more effectively engage with others, enabling culture change, and empowering the organisation with the key drivers that shape effective leadership and diversity are popular requests.

Judith designs her programmes around real life scenarios. This way, participants remain engaged and action-focused throughout, able to take action immediately and effectively.

The learning is fast-paced, deep and thought-provoking. She proactively engages the delegates by asking them to reflect on their own interpretations and experiences enabling more interactive sessions. Rather than just 'teaching' delegates about leadership, they are left feeling driven to implement their learning within their organisations.

Delegates who have experienced Judith's training have described her as:

- Deeply engaging
- Immersive
- Knowledgeable
- Insightful
- Highly interactive



"My capacity for strategic thinking has been dramatically improved due to Judith's Strategic Thinking workshop, which offered insightful information and valuable tools.

During the workshop, I examined the strategic thinking model in-depth, learning about its numerous elements and how to use them in practical situations.

Thanks to Judith's knowledge and engaging teaching style, the topic was simple to understand, and the interactive exercises helped us fully understand the concepts."

Andrea Wagner

Judith Germain was announced as a **Finalist in the Engaging Excellence Category** at the National Facilitator Awards 2023



Listen here to learn about
Judith's Maverick
Leadership Training Course
from **Tom Croughton**

TRAINING EXPERIENCE



JUDITH GERMAIN

MEDIA COMMENTATOR

Judith is frequently called upon by top tier publications to talk about a breadth of topics including company culture, diversity and inclusion, business growth, change, leadership and mentoring. She uses her 25 years of experience and the latest research to inform her insightful content.

THOUGHT LEADERSHIP & TOPICAL COMMENTS



LEADERSHIP DEVELOPMENT

- Forbes - "5 Ways To Make A Positive Impact As A New CEO"
- HRD Connect - "How to prepare leadership development programmes for the era of uncertainty"

COMPANY CULTURE

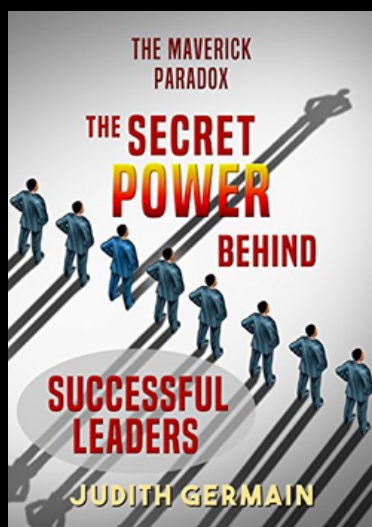
- Ambition Magazine - "The value of corporate culture"
- CMI - "Calling out unacceptable behaviour: 'It's all about communication'"

D&I

- d&i Leaders - "How can we move from awareness to embedding on race?"
- Training Industry - "How Training and Development Can Help Foster Black Inclusion in the Workplace"

MAVERICK LEADERSHIP

- Global Leaders Today - "Understanding The Spectrum Of Maverick's Behaviour"
- Management Today - "Three ways managers can harness their team's 'maverick' power"



THE SECRET POWER BEHIND SUCCESSFUL LEADERS

SCAN ME



PublishNation
ASIN: B0727WP2SC
Available on Amazon

"Judith is HRZone's leadership columnist, providing compelling thought leadership and practical guidance to our readership of senior HR professionals. Judith is a talented writer who consistently crafts engaging and thought provoking articles. She is also quick to respond to requests and is a pleasure to work with!"

Becky Norman



Judith Germain was announced as a **Finalist in the Media Businesswoman category** at The Great British Businesswoman Awards 2023



Maverick Paradox Media is an innovation of The Maverick Paradox, to further enable the amplification of maverick and diverse voices to ever-increasing global audiences.

Through its podcast and online magazine, Maverick Paradox Media acts as a rich digital knowledge repository, providing audiences with eclectic perspectives from lateral thinkers across a breadth of industries and walks of life.

The **Maverick Paradox Magazine** publishes multiple articles each week from a diverse and inclusive range of writers. It is read in **163 countries**, has more than **160 guest writers**, **6 Featured Columnists** and has been **ranked #31** of the best leadership blogs online.

The diverse range of guests appearing on the **Maverick Paradox Podcast** so far includes millionaires, fighter pilots, former monks, White House Senior HR Manager, consultants, and entrepreneurs. The podcast has listeners in **156 countries** with impressive growth since inception. Publishing 2 episodes per week, Judith has recorded **more than 400 episodes** and it **currently ranks #2** (up from #11 last year) in the best UK leadership podcasts to follow and is in the **top 1.5%** most popular global podcasts.

MAGAZINE

Leaders must think: supplier diversity

By Mayank Shah 10th November 2023

How to Gain Leadership Presence

By Janyra Williams 10th November 2023



How to Gain Leadership Presence

Drilling through the concrete ceiling

By Judith Germain 10th November 2023



Drilling through the concrete ceiling requires dedicated executive action.

"FOR BLACK WOMEN, THE EXISTING GLASS CEILING THAT PREVENTS CORPORATE WOMEN SUCCEEDING, HARDENS INTO WHAT CAN FEEL LIKE AN IMPENETRABLE CONCRETE CEILING."

SCAN ME



<https://themaverickparadox.com>

How to manage Autistic talent

By Jo Farmer 2nd April 2023

The room inside my head – then and now

By Jo Farmer 10th January 2023

The room inside my head – then and now. For years I felt there was a locked room inside my head, where the real me was.

So where was I the rest of the time then? I'm not sure. Probably masking, acting to try and fit in with the world around me. Trying to work out what others wanted or expected from me. Else I risked being told off, getting odd looks, or even worse, excluded for breaking some kind of societal expectations.

AI replacing your employees?

By Chris Simmance 31st May 2023

PODCAST

When Kendra Lee met Judith Germain



Episode 290

Shared culture and white allies

When Sangheetha Parthasarathy met Judith Germain



Episode 343

Authenticity and attachment

When Paul Teasdale met Judith Germain



Episode 336

The value of lateral thinking

When Glenn Parker met Judith Germain



Episode 317

Leadership in a time of crisis

SCAN ME



<https://www.maverickparadox.co.uk/maverick-paradox-podcast-available-episodes/>

HOW INFLUENTIAL ARE YOU?

As a leader, the ability to influence others is an important skill. It allows you to effectively communicate your ideas and vision, as well as persuade others to support and buy into your initiatives. Being able to influence others can help you build a strong team, inspire and motivate others, as well as drive your organisation towards its goals.

Additionally, effective influencing skills can help you to navigate complex organisational dynamics and build relationships with key stakeholders. You will be able to manage conflicts and negotiate more effectively, which can be critical to leaders achieving success.

Overall, discovering how good you are at influencing others can **improve your leadership presence**, help you to identify areas for improvement and develop strategies to become a more effective leader. It can also help you to better understand how you can use your personal strengths and style, to effectively lead and motivate others.

By completing this brief **Influence Scorecard**, you will receive a customised report based on your responses, that will help you to better understand the four key elements of influence and identify ways to enhance your leadership capabilities. This small investment of time (approximately 5 minutes) will provide you with valuable insights that can improve your leadership skills.

The report that you will receive is tailored specifically to your needs, and will provide you with the knowledge and understanding you need to achieve the impact you desire as a leader.

These insights can be the key to helping you move from having a minimal executive or leadership presence to being a sought-after expert in your field. With this report, you have the potential to make a significant difference in your leadership abilities.

With this information, you can develop a stronger foundation for your leadership abilities and start making a bigger impact today.

SCAN ME



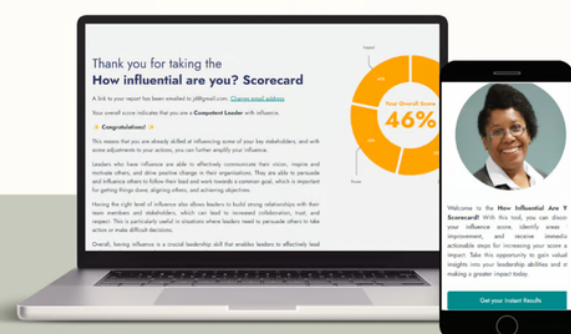
By completing the scorecard, you will gain:

A better understanding of the four fundamental elements of influence.

Insight on how you perform in each area.

Personalised recommendations on actions you can take to improve your influence.

Actionable steps you can implement immediately.



Judith Germain

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