



Herminia Ibarra

AUTHOR · BUSINESS SCHOOL PROFESSOR

Charles Handy Professor of Organizational Behavior at LBS; Best selling author; International speaker.



About:

- **Gender:** Female
- **Nationality:** United Kingdom
- **Languages:** English, French, Spanish
- **Travels from:** United Kingdom

Engagement Types:

- Consultancy
- Speaking

Topics:

- Business Strategy & Growth
- Executive Development
- Future Skills
- Gender Equality
- International Trade
- Leadership & Management
- Organizational Behavior
- People & Culture

Biography Highlights

- Ranked among the Top 50 world's most influential management and business thinkers on the 2021 Thinkers50 list, Herminia Ibarra is a distinguished authority on leadership and career development, advocating the importance of strategic networks, and the value of collaboration.

Biography

Herminia Ibarra - Leading Authority on Leadership and Career Reinvention

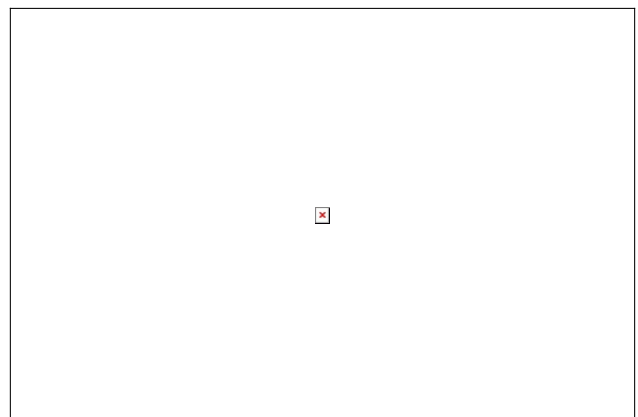
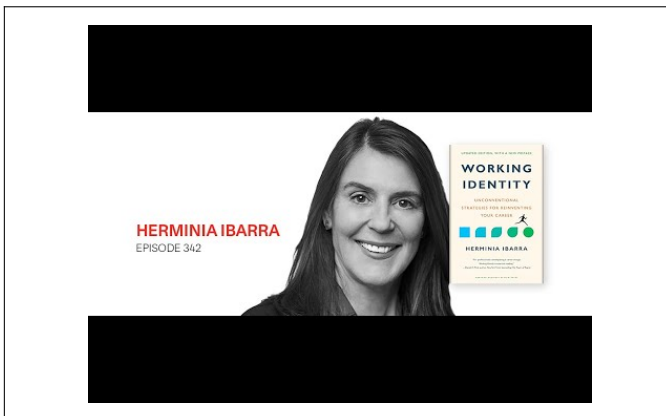
Herminia Ibarra is the Charles Handy Professor of Organizational Behavior at London Business School. Prior to joining LBS, she served as Professor on the INSEAD and Harvard Business School faculties.

An authority on leadership and career transition, Thinkers50 ranks Herminia among the top management thinkers in the world. She is a member of the World Economic Forum's Expert Network, a judge for the Financial Times Business Book of the Year Award, a Fellow of the British Academy, the recipient of the Academy of Management's Scholar-Practitioner Award for her research's contribution to management practice, and Governor of the London Business School.

Herminia is the author of best-selling books, *Act Like a Leader, Think Like a Leader* and *Working Identity: Unconventional Strategies for Reinventing Your Career* (Harvard Business). Her latest book, *The Bonus Years: Reinventing our Longer Work Lives* launches in 2026. Herminia writes regularly in leading academic journals and business publications including the Harvard Business Review, Financial Times, Wall Street Journal, and New York Times, is the author of numerous best-selling business case studies, and speaks internationally on leadership and organizational transformation.

A native of Cuba, Herminia received her M.A. and Ph.D. from Yale University, where she was a National Science Fellow.

Videos





Herminia's Topics

How to step up to bigger leadership roles

Today's breakneck pace of technological change has an immense impact on leaders, and as a result, on their organizations' capacity to transform. All too often, executives remain stuck in outdated mindsets and modes of operating, even when they recognize the need to reinvent themselves in order to step up in their careers. This interactive session upends traditional, introspective advice and says act first — in order to change your way of thinking. Whether you are moving into a new role or stepping up in your current post, in this session you will learn to change through action, not reflection, and to apply a growth mindset to our own leadership capacities.

Learning objectives

- Identify how to redefine your job so that your contributions are more strategic and client-centered.
- Learn how to expand your network so that you connect to and learn from a bigger range of stakeholders inside and outside your firm.
- Understand different ways of defining authenticity in order to give yourself permission to stretch beyond your 'natural' leadership styles and habitual ways of contributing.

Available: In person, Virtually

Leadership skills for the age of AI

AI is transforming every function and industry, yet most companies still struggle to turn technological promise into business performance. The problem isn't the tools —it's leadership. Executives must retool themselves to align strategy, structure, and culture around intelligent systems that change how work gets done.

I have found that five 'C' leadership skills are vital for leading in this new era:

The five skills

- Cross-cutting: developing diverse networks and staying connected to the fast-evolving conversations about AI's opportunities and risks.
- Culture- and organization-shaping: redesigning processes, structures, and cultures to harness AI-augmented value and modifying practices that are no longer fit for purpose.
- Collaborating: integrating AI insights into team decision-making while fostering psychological safety and intellectual candor.
- Coaching: helping people to develop themselves and build the new skills and confidence needed to work effectively with AI.
- Connecting: using AI personally and visibly to model curiosity, empathy, and continuous learning.

Developing these capabilities requires courage and openness to change — but they are what will distinguish leaders who merely talk about AI from those who turn it into lasting strategic advantage.

Available: In person, Virtually

Building a reinvention-ready career

Today's world of work is in constant motion. Technology is transforming industries, organizations are reshaping, and more people are seeking purpose, autonomy, and meaning in their careers. As a result, we are all navigating more transitions, whether we're actively making a change or simply sensing the need for one.

But real career change isn't just about switching jobs. It's a nonlinear journey of self-discovery, in which we explore new possibilities, test unfamiliar identities, and learn to thrive in uncertainty. Even positive changes can be disorienting — and that's where resilience becomes essential.

Drawing on insights from *Working Identity* and my forthcoming book on reinventing longer work lives, this keynote offers practical strategies to help you stay grounded, curious, and empowered during times of professional change. Whether you're contemplating a reinvention, expanding your portfolio, or just starting to ask 'What's next?', you'll gain tools to navigate your evolving career with clarity and confidence.

Available: In person, Virtually

Developing authentic sponsorship relationships

Getting the mission-critical roles and stepping stone assignments that pave the way to a successful career requires more than skills and drive. It requires a special kind of relationship — called 'sponsorship' — in which mentors goes beyond giving feedback and advice to use their influence with other senior executives to advocate for proteges and ensure that they have exposure and visibility with other top decision makers.

In this session, you will learn what sponsorship is, why it matters, and most importantly, how to cultivate mutually beneficial relationships such that, over time, your relationships are more likely to blossom into true sponsorship. Herminia and the participants will discuss the spectrum of helping relationships, ingredients of effective career conversations, how to manage universal 'like me' biases and how to overcome common challenges in sponsoring relationships across differences.

Available: In person, Virtually

Professional and leadership development

Available: In person, Virtually

Identity

Available: In person, Virtually

Collaborative leadership

Available: In person, Virtually

Career transition

Available: In person, Virtually

Networking

Available: In person, Virtually

Talent Management

Available: In person, Virtually

Women's careers

Available: In person, Virtually

Speaker Bureaus And Talent Agencies

Herminia Ibarra is available to book via these agencies

Also available via

Speaking Agency