



Alison
FRAGALE

**High-Energy Keynotes
& Workshops that
Help You Negotiate,
Influence, & Lead Better**



Professor Alison Fragale, Ph.D.
NEGOTIATION, POWER, & INFLUENCE EXPERT

ALISONFRAGALE.COM

ALISON FRAGALE, PH.D. | Speaker. Trainer. Professor. Slow Runner. | e. alison@alisonfragale.com | p. 650.799.7049

I have worked with Alison over the last decade and have *seen her engage audiences around the world* at levels from senior executives to flag officers to MBA students. Alison approaches topics of negotiation, power, influence and leadership with a *deep knowledge of the most relevant and current research* in the area while making it tangible, accessible and most importantly, actionable for her audience. Her *energy and passion for delivering insights that can help executives grow sticks with you* — I have talked to participants years later who were with Alison for only an hour who talk about how her session helped them in a recent negotiation.



Susan Cates

Partner, Leeds Equity
Partners & CEO, ACUE



WHY I DO WHAT I DO

I became an organizational psychologist and a professor because I am fascinated by the science of people.

Bringing human behavior research to audiences in a way that is enjoyable, understandable, and useful is what I love to do.

I am passionate about giving leaders the tools to ***build organizations that are diverse and inclusive, efficient and effective, people-centered and performance-driven.***

Understanding and predicting the people around us is what helps us achieve all of these goals, and I want to be part of that conversation with you.

THE RESUME STUFF

- Tenured professor and Mary Farley Ames Lee Scholar of Organizational Behavior at the University of North Carolina's Kenan-Flagler Business School
- Was named a Top 40 business professor under 40 by Poets and Quants (back when she was under 40)
- 15 years of experience in organizational training and keynote speaking, with over 50 events a year
- Expertise working with women's groups, top management corporate teams, and military leaders
- Former consultant for McKinsey & Company, Inc.
- B.A. in Mathematics and Economics, Dartmouth College
- Ph.D. in Organizational Behavior, Stanford University Graduate School of Business

THE FUN STUFF



Lives in Chicago with her husband and their three children, who are all named after professional athletes



Loves cheap coffee, not-so-cheap wine, fabulous shoes, home organizing, sushi, the Pittsburgh Steelers, Orange Theory workouts, Hallmark movies, and The Golden Girls



Alison is *one of the most impactful speakers I have ever seen* and worked with. She presents in such a genuine and unassuming way that *endears her to the audience*, and then she *delivers an impact through storytelling and practical tools that anyone can start using immediately*. Her first event with us was so well-received that we invited her back for a second event with our clients. And, I've been able to personally benefit from her advice. After hearing her talk about The Art of Negotiation I used some of the techniques to acquire free gym passes on a business trip. *She is truly changing the world*, one free gym pass at a time. I can't endorse Alison enough and *I would jump at the chance to see her speak at every opportunity*.



Jeff Tetz

CEO, Results Canada



AS A SPEAKER, MY STYLE IS:

- // Academic & Approachable
- // Humorous & Relevant
- // Accessible & Accommodating

Alison
FRAGALE

ALISONFRAGALE.COM

ALISON FRAGALE, PH.D. | Speaker. Trainer. Professor. Compulsive Organizer. | e. alison@alisonfragale.com | p. 650.799.7049



ACADEMIC & APPROACHABLE

I am a great storyteller, but I am not only a storyteller. I am a researcher and business school professor who brings facts and science, not just anecdotes and opinions. While my content is rigorous, my style is laidback and approachable. I translate science into simple language and memorable stories, and offer advice and tactics that are easy to understand and use. I view every session as a conversation between me and my audience, and I make sure they feel excited and welcome to participate in the conversation.

HUMOROUS & RELEVANT

I love educating, but I also love entertaining, and my sessions are designed to be both. I am not happy unless my audiences laugh while they learn (and I promise they will — I'm pretty hilarious). I also partner with clients to tailor my sessions to address what is most timely and relevant in their industry, and what is top-of-mind for the audience. I want every person to leave our time together thinking, "Alison gets me."



ALISONFRAGLE.COM

ALISON FRAGLE, PH.D. | Speaker. Trainer. Professor. Power Shopper. | e. alison@alisonfragle.com | p. 650.799.7049



ACCESSIBLE & ACCOMMODATING

My job is to make your life easy.

As a professional educator and speaker, I've seen it all and nothing rattles me – on stage or off. I will customize and adjust anything in my control — such as session length, topics, examples and stories — for the benefit of you and your audience. I love brainstorming with my clients on the creative ways we can partner together to achieve their goals, and I make myself available to my clients and participants both leading up to, and after, our work together.

Alison delivered an *amazing professional training and team-building experience*. Her negotiation workshop was *one of the best executive development programs I've ever observed*. As impressed as I was by the depth of experience, research and analysis she brought to her presentation, I was even more impressed by the way she *brought the engagement to life in the room with her brilliance and focus*.



Michael Nash

Executive Vice President,
Digital Strategy
Universal Music Group

WHO ALISON SERVES



**WOMEN
PROFESSIONALS**



**MILITARY
LEADERS**



**INDUSTRY
CONFERENCES**



**CORPORATE
TEAMS**

FORMATS ALISON OFFERS



KEYNOTES



WORKSHOPS



WEBINARS



CONSULTING

ALISON IS PROUD TO SERVE MANY WORLD-CLASS ORGANIZATIONS AND EVENTS, INCLUDING:



ALISON'S FOUR E'S

Alison's keynotes & workshops are designed to deliver four E's to your audience:



EDUCATIONAL

Alison draws on her own and others' research to ground each session in the science of human behavior.



EXPERIENTIAL

Alison facilitates active learning by enabling participants to practice new behaviors through activities and interactions.



ENTERTAINING

Alison keeps audiences laughing and engaged by weaving stories, humor, and videos into her presentations.



EXECUTABLE

Alison ensures participants leave with actionable tactics and strategies that can be applied immediately.



NEGOTIATION

THE SWISS ARMY KNIFE OF RELATIONSHIP MANAGEMENT

LENGTH: 45-90 MINUTES

No matter our title or industry, all leaders have the same challenge: achieve our goals, while building (not burning) our relationships.

The secret? Negotiate like a pro! Negotiation is the process through which two or more people “give and take” in a relationship, and is therefore an essential part of a leader’s toolkit. Yet, the concept of “negotiating” strikes fear in the hearts of many. Alison discusses what the best (and worst) negotiators do, and the top strategies that enable leaders to solve everyday challenges, both big and small, through negotiation.

Drawing on the science of psychology, Alison presents negotiation research from multiple domains, including real estate, professional athletics, law, and corporate boardrooms. She combines this science with stories from current events and politics, interjecting some humor from the fictional negotiators of the sitcoms.

Alison delivers practical, actionable advice that can help anyone achieve their goals and build stronger relationships through negotiation.

WHO IS IT FOR:

- Anyone who wants to achieve their goals and build relationships (i.e., everyone)

WHAT WILL YOU LEARN:

- How to get what you want and build your relationships in the process
- The most effective negotiation tactics and the science behind them
- The science of making people love you (and why it’s more important than convincing them you’re right)

THE PSYCHOLOGY OF POWER

WHY YOU'VE HAD BAD LEADERS & HOW YOU CAN BE A GREAT ONE

LENGTH: 60-75 MINUTES

Lord Acton said, “Power corrupts, and absolute power corrupts absolutely.”

We know what he means. Gather around the water cooler, and everyone has a Bosszilla story to share. Although we may chalk up our managerial misfortune to our leader’s poor disposition or training, and vow that we would never submit others to the same mistreatment, evidence from psychology suggests that this is hubris. The experience of being “in charge” changes how individuals think, feel, and act, often for the worse.

Combining science and stories, Alison explains how power affects all of us, and provides tips for how leaders can lead better than they were once led, as well as how organizations can create cultures that foster excellent leadership.

A customized version of this keynote is presented as part of the required leadership curriculum for general officers in both the U.S. Army and Air Force.

WHO IS IT FOR:

- Senior leaders
- New leaders
- HR, Ethics, & Compliance professionals looking to understand and prevent employee misconduct

WHAT WILL YOU LEARN:

- The benefits of hierarchy
- How and why power “corrupts” (spoiler: it changes the brain)
- Who is most vulnerable to being corrupted by power and why
- How organizations can help leaders be their best selves

BEING YOUR OWN BEST ADVOCATE

CHALLENGES & STRATEGIES FOR WOMEN IN NEGOTIATION

LENGTH: 60-90 MINUTES

The bad news: An overwhelming body of evidence suggests that, relative to men, women are disadvantaged at every stage of the negotiation process.

The good news: None of these disadvantages are rooted in biology or personality. Women can negotiate as effectively as men, they just need to employ different strategies.

Alison discusses the science of gender at the bargaining table – the false assumptions women make about advocating for themselves, and research-based strategies for correcting these assumptions and being a confident advocate for one's self interest. As both a negotiation expert and a woman with a long career history in male-dominated fields (mathematics, consulting, and academia), Alison is able to speak from both the head and the heart in a session that is equal parts education and inspiration.

Equipped with the right strategies, women can harness their unique skills to achieve their goals while strengthening their relationships.

WHO IS IT FOR:

- Women in leadership
- Allies of women in leadership
- Leaders committed to creating diverse and inclusive organizations

WHAT WILL YOU LEARN:

- How women disadvantage themselves in negotiations
- The psychology of social backlash against female negotiators
- Negotiation strategies for women that produce results and build relationships

LEADING FROM WHERE YOU ARE

WOMEN'S POWER, ADVOCACY & INFLUENCE

LENGTH: 45-90 MINUTES

What strategies can women use to be strong, confident advocates for their own careers and their own ideas?

This is the key question Alison addresses in this interactive session.

She presents strategies that all individuals, regardless of seniority or title, can use every day to increase their influence while building their relationships. Although these strategies apply to everyone, they are particularly useful to women leaders who often struggle with how to speak up and influence productively, without being labeled “aggressive” or “self-promoting.”

Among other things, Alison discusses the importance of setting long-term, ambitious, career goals, becoming a rockstar performer and an “other-promoter,” developing one’s own narrative, building liking and trust, cultivating personal sources of status and power, and making strategic decisions about saying yes and no to discretionary opportunities.

Alison ensures participants leave the session more confident and inspired than when they entered, armed with strategies to maximize their contributions to the organization while also successfully managing their own path.

WHO IS IT FOR:

- Women in leadership
- Allies of women in leadership
- Leaders committed to creating diverse and inclusive organizations

WHAT WILL YOU LEARN:

- The common myths that derail women’s advancement
- Six strategies for promoting oneself without being seen as “self-promoting”
- Key tactics and behaviors that enable women to maximize their contributions to the organization, regardless of title or position

We started partnering with Alison in 2018 on a variety of trainings and engaged her *expertise with the top leaders* in our business. We have been so impressed with her ability to *quickly understand the complexity of our business* and adapt the content and format to our needs. In all of our engagements, *Alison's advice is high-impact, tactical, and universally valued.* At our global Sixth Street Partners firm Offsite in 2019, Alison spoke to our Women's Network on Power, Advocacy, and Influence, tailoring content to a group of 50+ women across functions, levels, and years of experience. She also conducted one-on-one and small group office hours with members of the Women's Network specifically designed to address their professional development goals. The Women's Network found her teaching *extremely relatable and impactful — she engages audiences with ease and makes a lasting impression.*



Kelly Marshall

Managing Director,
TPG Sixth Street Partners

HOW TO GET IN TOUCH



**WANT TO DISCUSS HOW
ALISON CAN SUPPORT
YOUR ORGANIZATION
OR EVENT?**

**LEARN MORE AT:
[ALISONFRAGALE.COM](https://alisonfragale.com)**



[ALISONFRAGALE.COM](https://alisonfragale.com)

ALISON FRAGALE, PH.D. | Speaker. Trainer. Professor. Power Shopper. | e. alison@alisonfragale.com | p. 650.799.7049