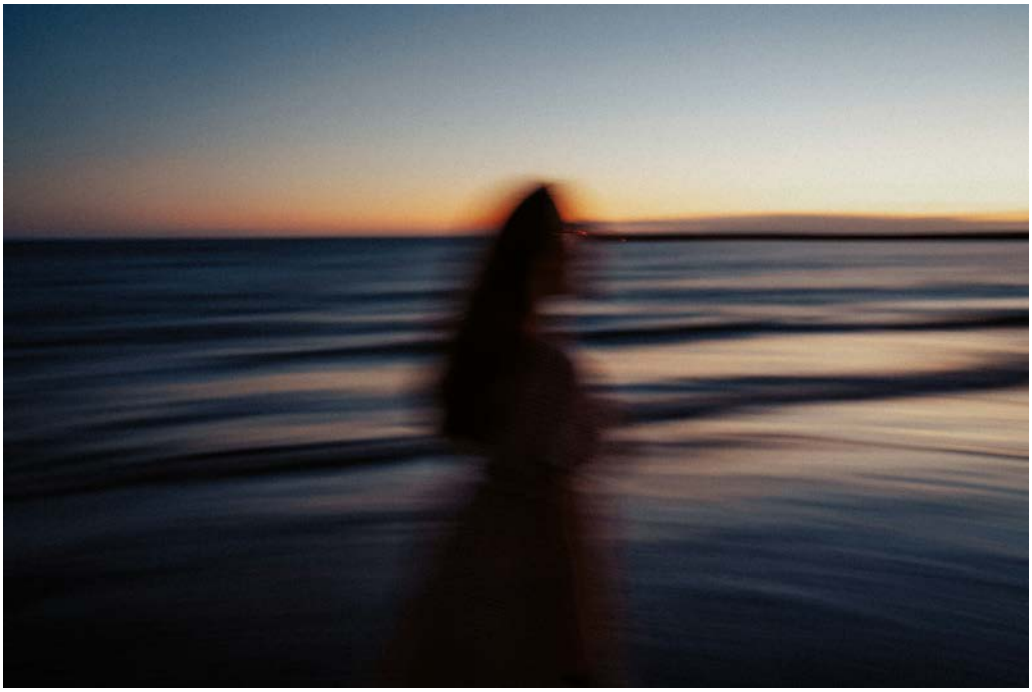
Phil Lewis
Energy provider



Phil Lewis
Associates

You can't tighten bolts on culture





An organisation is made of people, not parts.

Treat it like a machine and the systems that keep it performing wear out.

The longer a business operates on low energy, the worse things get: performance dips, culture frays, leaders burn out.

The biggest risks to your business are slow leaks, not sudden shocks. The gradual erosion of the energy that drives performance.

Phil’s Energy at Work sessions help leaders manage energy as deliberately as they manage strategy, cultivating their organisation’s natural capacity to adapt, innovate and grow.

The high cost



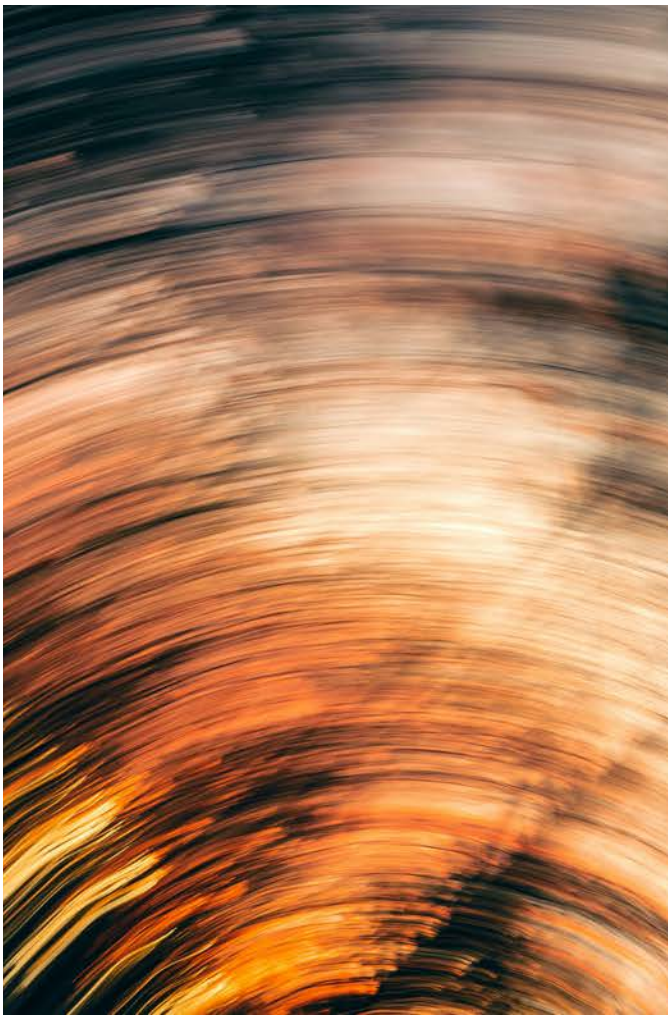
When organisational energy runs low, you see it everywhere.

— Teams working harder but achieving less
— Innovation drying up
— Cynicism replacing curiosity
— High performers leaving (or mass quiet quitting)

Tackling individual burnout only fixes one part of the problem. It's the broader health of your organisational metabolism that keeps everyone focused, resilient and ready for what's next.

# of low energy

Learn how to manage energy



For over 20 years, Phil has helped leaders from brands like Lloyds, the FT, Ooni and the BBC unlock fresh ways to encourage performance by rebuilding their organisational energy. He's the person you call when you, your board or your entire team feels like it's running on fumes. His keynotes and working sessions hone the energy required to move forward.

Phil doesn't do shallow motivation or empty inspiration. He brings grounded insight, strategic frameworks and a rare ability to re-energise senior teams under pressure.

Topics

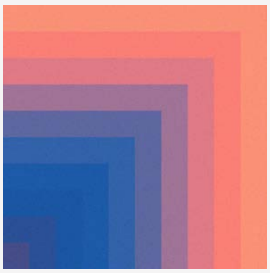
During Energy Sessions, Phil shares the principles of organisational energy. He outlines how to create the resilient metabolism common to high-performance cultures. And introduces frameworks and strategies for restoring the energy your organisation needs. Here are three examples of themes and topics that Phil's work covers.



Energy at work: *the real driver of organisational performance*

High-performing cultures aren't powered by willpower and long hours. They're powered by energy. In this keynote or workshop, Phil frames organisational energy as a leadership issue, not a wellness concern. Expect insight, challenge and practical tools your leaders can take straight back to work. Areas covered include:

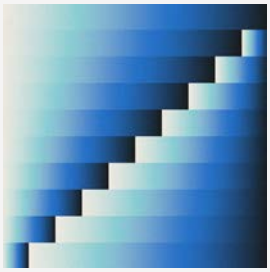
- The organisational metabolism: how systems absorb, recover and grow
- Why (and where) energy gets blocked and how to free it up
- Strategic, structural and psychological levers for boosting team energy
- Proven frameworks, models and interactive workbook resources to implement from day one
- Real-world examples from sectors including tech, finance, media and healthcare



Diagnosing blockages: *is your organisation energy ready?*

Most organisations don't lack ambition but sometimes they lack the energy to execute. Phil helps leaders work out whether their organisation's structures and ingrained behaviours are really giving their people what they need to perform. Then he shows them how to build energy into the system. Insight areas:

— Organisational readiness vs strategy fantasy
— Nine attributes of high-energy organisations
— Common causes of energy drain and how to spot them
— Change strategy dos and don'ts
— The commercial implications of energy-poor cultures



Leading through *energetic imbalance or discomfort*

Leadership is full of hard conversations, tough decisions, compromise and ambiguity. These are the moments when leaders are tested, organisations put under maximum stress, and determine whether change succeeds or stalls. Phil's approach to systemic energy arms leaders with the insight and skills to lead mindfully and sustainably, even under pressure. Insight areas:

— The six change archetypes: decoding human behaviour under stress
— The myth of 'radical candour' and what works instead
— A neurological view of challenging conversations
— Assertive openings, strategic feedback and energetic leadership presence

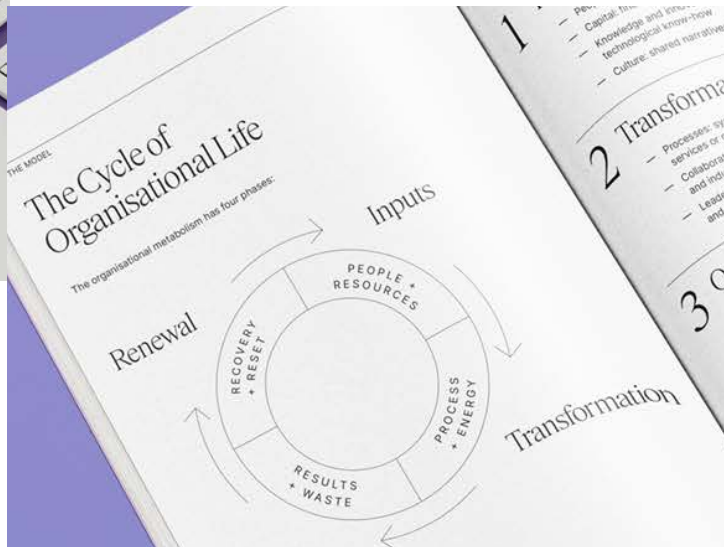
What do you get when you book Phil?

Phil is an experienced and energising speaker who partners closely with clients to make every session count. This can include:

— Pre-event video messages
— Contributed articles for blogs or programmes
— Participation in media interviews and PR

Each session also comes with high-quality, designed-for-purpose workbooks that help your leaders engage more deeply with the material and take it straight back into their day-to-day work.





Photography

High-resolution photography available for download [link]. Images are regularly updated so please check back for the latest versions.

Technical requirements

— Keynote-based slides (no AV)

— Phil prefers a clip/lavalier mic, but can adapt to your setup

— Comfort monitor and timer useful but not essential

— Session language: English

Intro for events

“Phil Lewis is an award-winning consultant, coach and strategist, business leader and founder. He works with some of the world’s most interesting organisations, from Lloyds to Sony Music to the Scottish government, helping them unlock energy, transform culture and cultivate lasting change.”

Fee guidelines

Service	**Fee** (ex. VAT & expenses)
Speaking (1 hour including Q&A)	£5,000
Writing	On enquiry
Media	On enquiry

Feedback

Phil brought clarity and thoughtful challenge to our workshop, [helping] us cut through the noise and have the conversations that really mattered. A great partner for any senior leaders navigating change.

Natasha Wood — Head of Strategy, FT Live

Incredibly responsive and empathetic to our specific challenges and ambition.

Darina Garland — co-CEO, Ooni

Feedback

Phil and team shone a light on the art of the possible and offered a practical framework which we knew we could use with confidence to get to where we wanted to be. It allowed us to focus on the things that would genuinely make a difference and to spend our time on these most important drivers of change. The results have been genuinely impressive.

Matthew Heath — CMO Americas & EMEA, Invesco

A coherent, practical, and non-fluffy approach to tackling major organisational change barriers.

Sue Bonney — Partner and Board Member, KPMG

Biography



Phil Lewis is an award-winning consultant, business leader, speaker and coach. He works with leaders across the globe to help them unlock energy, deliver real change and build high-performance cultures without burning people out in the process. He’s experienced both the excitement of growth and the pain of failure, and shares those lessons openly on stage. Known for his sharp thinking and compassionate challenge, Phil helps leaders see what's really going on inside their organisations, and what to do about it.

Book Phil for...

Keynotes, half-day or full-day workshops, or 2-3 day retreats to shift mindset, capture and cultivate organisational energy and equip leaders to take action.

Profile

Highly Commended

Best Business Transformation (Large Business),
BCAs, 2023

Winner

Building a Culture of Innovation Initiative,
BCAs, 2021

Highly Commended

Consultancy of the Year,
BCAs, 2021

Top 5 UK Innovation Consultants

Management Consultancies Association, 2019

Phil has worked with numerous global brands including Lloyds Bank, Google, Sony Music, Nationwide and Nike, and is a trusted advisor to scale-ups, PLCs and public bodies alike.

Phil Lewis
Associates

Get in touch

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