TRANSFORMATION FOR THE RELATIONAL AGE

philip horváth

Transformation Advisor · Keynote Speaker · Human-Development Practitioner

Coherence is the new efficiency.

Leadership in transformation: leading change while you are changing too.

30+ years

40+ countries

1,000+ intrapreneurs



SPEAKER KIT 2026

Co-founder of LUMAN · luman.io

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ABOUT PHILIP

Transformation that holds.

Coherence is the new efficiency. AI now supplies much of what efficiency used to demand. What has become scarce is coherence: who people are, how they relate and what they create, lined up. Most transformation fails in the people carrying it, not in the plan. Organizations change their structures, tech stacks and KPIs, but rarely develop the people who have to run the new system. The system changes; the people underneath return to type.

philip horváth helps change leaders build coherence in themselves, in their relationships and in what they bring into the world, through strategy and leadership development. The leaders asked to drive change often feel the gap first: the person they are becoming and the job they are doing no longer fit together.

Two decades inside the California lineage of vertical development, somatic practice, and conscious leadership. Three decades inside global corporates and startup hubs on three continents. philip moves between a DAX 40 boardroom, a startup incubator and an advanced leadership development room without breaking trust, in English and German.

His client work includes the decade-long Siemens Intrapreneur Bootcamp, Airbus, T-Mobile, Vodafone, Meta, Infineon, World Economic Forum, and Bundesagentur für Arbeit.

His forthcoming book, *The Relational Age*, makes the case that relational intelligence is the defining leadership capacity for the century ahead.

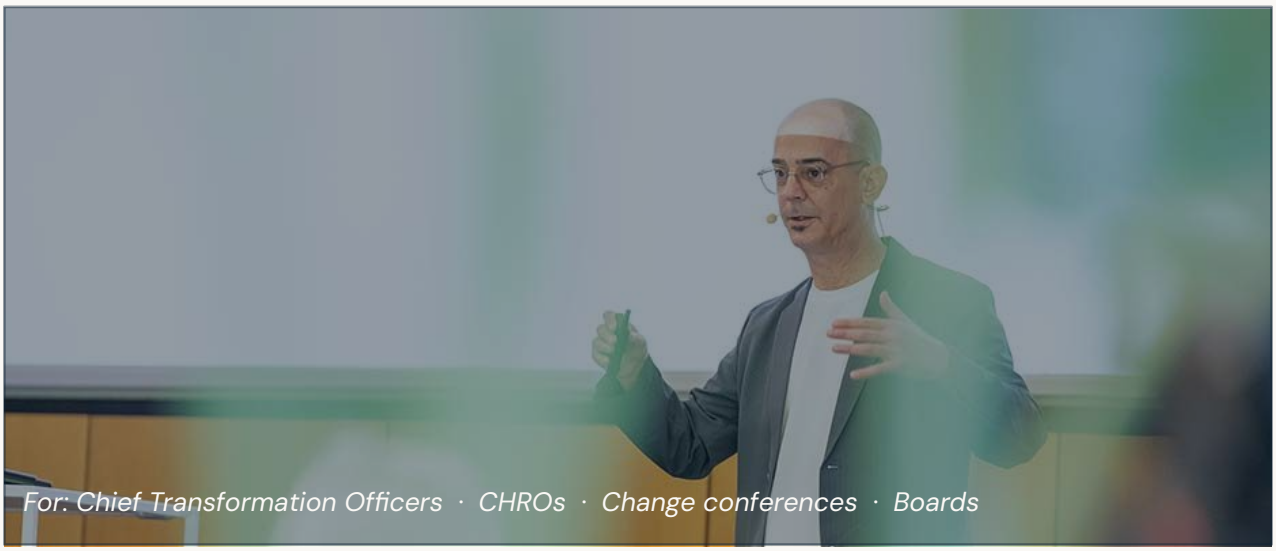
30+	40+	1,000+	3
Years with organizations	Countries	Intrapreneurs trained	Continents

Co-founder of LUMAN · luman.io · Currently completing The Relational Age

KEYNOTE TOPICS

Coherence Is the New Efficiency

Why Transformation Fails in the People Carrying It



AI now supplies efficiency cheaply. What has become scarce is coherence.

Most organizations change their structures, tech stacks and KPIs without developing the people who have to run the new system. The leaders asked to drive it often feel the gap first: the person they are becoming and the job they are doing no longer fit together.

This talk names what incoherence costs (decisions that don't hold, strategy the culture quietly ignores, good people burning out) and shows how to build coherence in people, teams and strategy, so the change holds.

AUDIENCE OUTCOMES

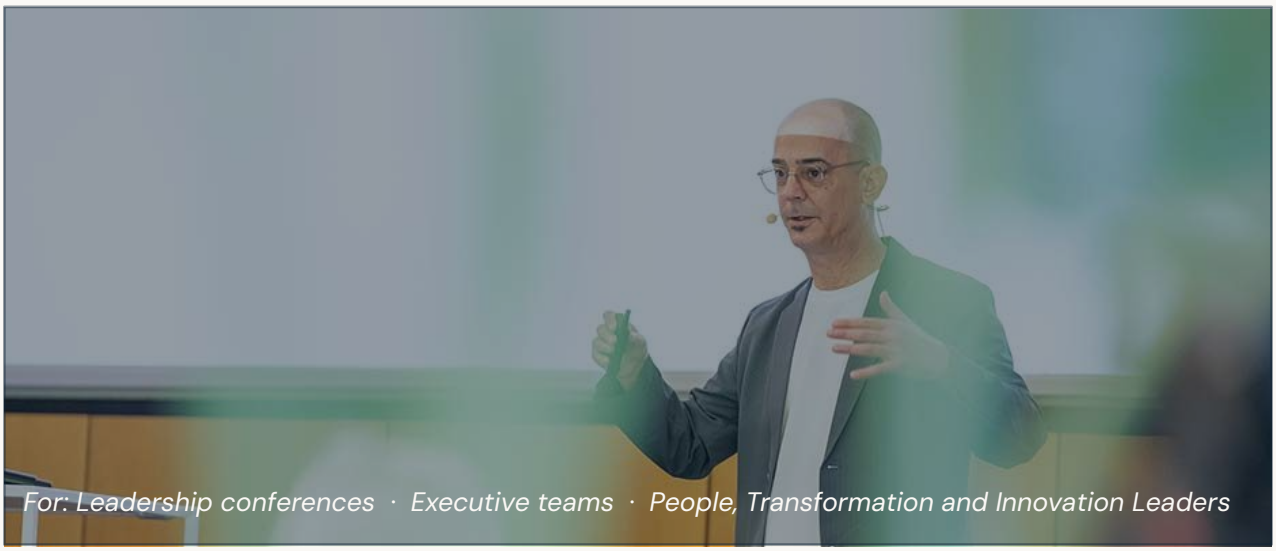
1. A diagnosis of why change stops holding, in terms a CFO accepts
2. A model of coherence across self, team and strategy
3. A clear sequence for building change that holds beyond the program

FORMAT: Keynote 45–90 min · Workshop half-day or full-day · Available in English and German

KEYNOTE TOPICS

The Future-Ready Leader

Build Inner Capacity for Outer Impact



The leadership crisis isn't a skills gap, it's a developmental gap.

Leaders have the capabilities. They're missing the inner architecture to use them under transformation pressure, the kind of pressure where most change stops holding.

philip draws on neuroscience, somatic practice, and thirty years of working with leaders at the edge of their capacity. This talk reframes inner development not as a personal project but as the essential layer of any transformation that has to actually hold.

AUDIENCE OUTCOMES

1. A reframe of inner development as the key layer of any transformation that has to hold
2. Practical models for nervous system regulation under executive pressure
3. Tools for building the kind of authority that earns trust without demanding it

FORMAT: Keynote 45–90 min · Workshop half-day or full-day · Available in English and German

KEYNOTE TOPICS

The Relational Age

Building High-Trust Teams in a Complex World



For: Executive teams · People and culture leaders · Organizations navigating AI-driven change

The trust deficit in organizations is a relational intelligence problem.

As AI handles more of the analytical work, the quality of human relationships becomes the primary competitive differentiator. Relational intelligence is now the defining leadership capacity for the Rational-to-Relational Age transition, and the missing layer in most transformation programs.
This talk gives leaders a concrete understanding of what relational intelligence is, why it matters more than ever, and how to build it systematically across teams and organizations. Drawing on the latest research in social cognition, neuroscience, and organizational psychology, and from direct experience with some of the world's most complex organizations.

AUDIENCE OUTCOMES

1. Understand relational intelligence as a learnable capacity, not a personality trait
2. Practical methods for building the relational conditions in which teams can do hard work together.
3. A framework for diagnosing and repairing the trust architecture of any team

FORMAT: Keynote 45–90 min · Workshop half-day or full-day · Available in English and German

KEYNOTE TOPICS

The Future is Now

Leading Innovation with Human Intelligence and AI



AI will not replace human intelligence, but it will render operational intelligence obsolete.

The leaders who matter in the AI era are the ones developing what AI cannot reach: relational intelligence, self-authoring leadership, the capacity to hold complexity without collapsing into control. We are living through one of the most turbulent periods in recent history. Climate disruption, geopolitical volatility, the speed of change that outpaces most institutions. This talk cuts through the noise: what does the AI era actually demand from leaders? What must be developed in humans that AI cannot replicate?

philip brings thirty years of work and lived experience at the intersection of human development and technology.

AUDIENCE OUTCOMES

1. A clear map of the human capacities that become more valuable as AI scales
2. A practical sequence for developing relational intelligence as your organization absorbs AI.
3. A reframe of complexity and uncertainty as the generative conditions for innovation

FORMAT: Keynote 45–90 min · Workshop half-day or full-day · Available in English and German

TESTIMONIALS

Leaders across three continents. Organizations at the edge of what's possible.

> *Philip is an exceptional human being. He brings incredible depth on highly relevant topics for the new age: Organisational Culture, Purpose and Innovation. His ability to distill and navigate the main issues even during the most difficult situations is unrivalled. Beyond his strong human touch, Philip thinks in systems and processes to develop long-lasting, repeatable concepts for real change in organisations.*

Daniel Nowack
Head of Social Entrepreneurship · World Economic Forum



> *Philip is an outstanding coach and inspirational leader very rare to find. He masters the art of creating space for others to rise for greater impact. He draws from deep knowledge and understanding of building bridges between the human factor and technological as well as societal developments. With his curious mind, Philip is constantly at the edge of the next level, the greater impact, the even deeper understanding, a true creator of emerging futures.*

Laura Engelhardt
Head of Strategy Foundational Technologies · Siemens



> *Philip is masterful. He is adept at reading the room and the needs of participants and is agile in his approach. More than learning, Philip has honed the craft of supporting deep and meaningful inquiry. If you are seeking a brilliant facilitator, I would highly recommend Philip as a guide, mentor and transformative companion.*

Mark Stolow
Founder, CEO · People Before Patients



> *Philip is indeed a transformational catalyst to all who have the pleasure of working with him. He inspired me with his unique perspective and gentle push to go beyond my comfort zone. He has a wonderful knack for delivering a macro vision and making it relatable to the context at hand.*

Miranda Hochberg
VP, Transformation of Industry Communications · Siemens Energy



IN ACTION

Connected. Immersed. Focused. Transformed.

"He thinks in systems and processes to develop long-lasting, repeatable concepts for real change in organisations." — Daniel Nowack, World Economic Forum



Purpose & Innovation Culture Board Presentation · Global Virtual



Intrapreneurial Leadership · Nuernberg



Product Development · Stuttgart



Innovation Leadership · Belgrade



Transformation for Strategy · Munich



Innovation Culture · Toronto



AI Leadership · Tokyo



Spreading a Transformation Culture · Global Top Exec Team Munich

WHAT YOU CAN EXPECT

Custom. Considered. Committed.

Keynote

45 – 90 minutes

philip delivers from a place of genuine research depth, not assembled talking points. Every keynote is customized to the event theme, audience context, and strategic moment. Includes pre-event briefing calls and interviews.

Workshop

Half-day or full-day

Combines the keynote framework with immersive exercises, group inquiry, and personal application. Participants leave not just informed but shifted and with tools they can use immediately.

Masterclass series

Multi-session program

The deepest format. Designed for leadership teams navigating real transformation. Each session builds on the last, with structured application between sessions.

WHY PHILIP

Custom
Takes time to understand your organization, audience, and strategic moment before preparing anything.

Embodied
Concepts delivered through lived experience and direct application. Audiences leave with new ways of being, not just new frameworks.

Practical
Meaningful tools and frameworks that can be applied to real challenges immediately.

Easy to work with
Professional, responsive, and considered at every step. Makes events feel handled.

Designed
Every presentation built with the same care as the talk itself. Visual elements that carry meaning, not decoration.

Bilingual
English and German. Available for bilingual events and DACH-specific audiences.

TECHNICAL RIDER & LOGISTICS

Everything you need to make it happen.

Audio / Visual

- Wireless lavalier microphone (preferred) or handheld
- Presentation clicker / remote slide advancer
- Confidence monitor or visible countdown timer
- Slide deck provided in advance upon request

Stage Setup

- Stool or standing area. philip does not use a podium
- Water on stage (still, room temperature)
- No physical barriers between speaker and audience preferred
- Sufficient stage depth for movement
- House lights at 50–70% during talk (not completely dark)

Room Setup

- Theatre or cabaret style preferred for keynotes
- Round tables for workshop formats
- Clear line of sight from all seats to screen
- Flipcharts or whiteboards for workshop formats

Pre-Event

- Briefing call with event organizer (30 min, 2–4 weeks prior)
- Audience profile and strategic context shared in advance - or preferably 2-3 interviews with participants before and after
- Run-through or soundcheck before event
- Program and timing confirmed 1 week prior

Travel: Based in Berlin. Available internationally. Travel and accommodation arranged by organizer for events outside Berlin, or by philip's team with additional margin.

Ready to bring philip to your stage?

philip speaks at transformation summits, executive offsites, and leadership conferences across DACH, Europe, and the US.



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LUMAN	luman.io

Short bio (100 words), medium bio (180 words), and long bio (380 words) available via Media Page

Languages: English · German

Location: Berlin · Available internationally

MEDIA PAGE
philiphorvath.com/media

WEBSITE
philiphorvath.com

philip horváth

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