

EXECUTIVE COACH • AUTHOR • SPEAKER

Roberto Giannicola

The coach who works with the leaders everyone else avoids—because he used to be one of them.

Roberto Giannicola specializes in **dominant, controlling, and demanding leaders**, the ones whose intensity produces results on one side of the ledger and attrition, grievances, and culture damage on the other. Most coaches avoid them. Roberto built his practice around them, because he spent years working alongside such leaders inside large corporations, and eventually had to confront the same patterns in himself.

His clients come from tech, biotech, and financial sectors. He speaks to CHROs, HR leaders, CEOs, and executive audiences who are navigating the most expensive, least discussed leadership problem in their organizations.

SPEAKING TOPICS

What Happens Before HR Gets the Call

The behavioral patterns of dominant leaders, how they form, how they escalate, and where intervention is most effective. Attendees leave with a diagnostic vocabulary, a framework for distinguishing high-performance pressure from behavior that creates legal and cultural exposure, and language to bring this conversation to executive leadership. For CHROs, HR directors, and employment law practitioners.

The Most Expensive Leader Isn't the One Who Left

The employees who stay under fear-based leadership have stopped telling the truth, stopped escalating problems, and optimized for survival. This session reframes retention and culture damage as a leadership behavior problem, not an HR program gap. Attendees leave with diagnostic tools to identify when a team has gone into survival mode and the business case for coaching as risk mitigation. For CHROs and talent strategy leaders.

Control Does Not Scale

The dominant leader in your succession pipeline looks like your best performer right now. This session addresses what their 360 feedback actually reveals, what happens when they move to the next level, and how to decide when coaching can change the trajectory, and when it can't. For CHROs, talent management, and boards.

The Tyrant in the Mirror

Roberto's personal origin story, unfiltered. The controlling behavior he explained away as strength, in the conference room and at home, what it actually cost, and what it took to finally see it. Built for executive and keynote audiences: the session that reaches leaders who don't think they need it, because Roberto was one of them.

CONTACT

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Giannicola.com

925-286-6958

Walnut Creek, CA | Available Nationally



Giannicola Inc.
Executive Coaching & Advisory



NEW BOOK

A Letter to My Exes

How I Learned to Lead Without Being a Tyrant

JUNE
2026

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HOW I LEARNED TO LEAD
WITHOUT BEING A TYRANT

A Letter to My Exes



ROBERTO GIANNICOLA

THE PROGRAM

Built from A Letter to My Exes

Half-day, full-day, and multi-module formats. On-site or virtual. Dual-track by design.

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BRING THE BOOK INTO YOUR ORGANIZATION

Workshops & Facilitation

Half-day, full-day, and multi-module programs for leaders who see themselves in these patterns — and for the people who work and live alongside them.

Roberto leads **dual-track workshops** where dominant, controlling leaders confront the cost of their pattern in the same room as the people who work or live with them, the same structure his coaching practice is built on, brought to a full team at once.

Each program opens with the Brilliant but Difficult assessment, so the room starts with a real number instead of a guess. Programs run on-site or virtual, from a single half-day session to a multi-month leadership journey.

“A vulnerable account of becoming a more empathetic person.” — Kirkus Reviews

PROGRAM OPTIONS

The Mirror and the Map — Half-Day ★

3–4 hrs, on-site or virtual. Dual-track: dominant leaders confront the pattern in the same room as the people who work or live with them. The flagship program.

The Magnanimous Leader Program

4–6 modules, multi-week. A full leadership journey built for teams ready to go deeper, with coaching between sessions.

Full-Day Intensive

6–8 hrs. Adds live coaching demonstrations, small-group case work, and personalized DiSC or Enneagram action plans.

Keynote

45–60 min, or a 20-min signature version. See Speaking Topics for the full list of keynote themes.



BEFORE THE WORKSHOP

The Brilliant but Difficult Assessment

18 free questions. Self-version or observer version, both at giannicola.com.

FREE
18Q

Ready to bring this into your organization? Let's talk about the right format for your room.

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