



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 for 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 Inc.

Executive Coaching & Advisory



NEW BOOK

### A Letter to My Exes

How I Learned to Lead Without Being a Tyrant

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