

01 · HUMAN CALIBRATION

One Switch. Many Dials.

What Is Actually Carrying This Result?

PROGRAM OVERVIEW

Organizations frequently respond to disappointing outcomes by fixing the thing they can see first. A person is labeled resistant, a team is called disengaged, a leader is told to become more confident, a transformation gets more communication, or a process gets another tool.

One Switch. Many Dials. invites audiences to pause before prescribing and look more carefully at the conditions actually shaping the result.

Through story, practical examples, and Patrick's Human Calibration lens, the program challenges binary explanations and helps the room think in variables.

What are we seeing? · What is carrying the result? · What can we adjust and learn?

What is actually carrying this result?

The visible problem may be real without being the whole problem.

WHY THIS CONVERSATION MATTERS

People and organizations routinely turn changing conditions into fixed labels. We call people resistant, disengaged, poor performers, unready, or not leadership material.

The result may be influenced by context, clarity, incentives, confidence, ownership, workload, systems, safety, role expectations, or decision rights.

This program helps audiences move from label to diagnosis and from prescription to calibration before deciding what should change.

AUDIENCE & OUTCOMES

One Switch. Many Dials.

IDEAL FOR

leadership conferences · management audiences · transformation initiatives · organizational change programs · HR / people-leader audiences · teams navigating recurring performance or adoption challenges · executive retreats · professional associations

THE AUDIENCE EXPLORES

- why the first explanation can become the wrong prescription
- how visible outcomes can be shaped by multiple interacting conditions
- the difference between describing a result and diagnosing what produces it
- how labels can freeze what may actually be dynamic
- why the smallest credible adjustment can sometimes teach more than a large intervention

THEY LEAVE WITH**A QUESTION THEY CAN REUSE**

What is actually carrying this result?

A SIMPLE DIAGNOSTIC LENS

What are we seeing? What is carrying it? What can we change and learn?

A DIFFERENT WAY TO INTERVENE

Look for the most useful dial before rebuilding the entire system.

A SHARED LANGUAGE

A practical way for teams to talk about performance, behavior, readiness, and change without immediately reducing people to labels.

ORGANIZATIONAL RELEVANCE

leadership effectiveness · team performance · culture and change · employee engagement · transformation · resistance · organizational readiness · performance improvement

DELIVERY & PLANNING

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AVAILABLE FORMATS

Keynote · Interactive Keynote · Executive Session · Workshop · Facilitated Leadership Conversation · Virtual Session

DURATION OPTIONS

Timing is agreed during planning to fit the format, audience, and event agenda.

PROGRAM STYLE

Story-driven · Reflective · Practical · Diagnostic · Interactive

AUDIENCE INTERACTION

Moderate to highly interactive depending on format. Keynote versions may include guided reflection and room questions.

scenario analysis · facilitated diagnosis · small-group application

SHAPED FOR THE ROOM

The core Human Calibration idea remains consistent, while examples and application can be shaped around leadership, transformation, workforce change, performance, AI adoption, or the specific challenge facing the audience.

PLANNER DETAILS

Delivery: In-person or virtual

Customization: Available. Shape the examples and application for your room.

Workshop extension: Available

Executive session: Available

RELATED FRAMEWORK

Human Calibration. Look beneath the visible problem to find the conditions shaping the result.

YOUR EVENT

Bring the Conversation to Your Room

ABOUT PATRICK

Patrick Saye Meniboon, MBA, is an award-winning speaker, author, AI Strategy Advisor, and The Human Calibrator. His work brings lived experience and enterprise transformation into conversations about performance, leadership, visibility, and human readiness. He helps audiences look beneath the visible problem and find a more useful question.

PLANNING THE SESSION

Tell Patrick about the audience, the event, and what you want people to leave seeing, thinking, feeling, or doing differently. Include your event date, location or virtual setting, audience size, preferred format, and program of interest.

PROGRAM OF INTEREST

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BOOKING & INQUIRIES

ask@patrickmeniboon.com

VIEW PROGRAM & INQUIRE ONLINE**CONSIDERING MORE THAN ONE PROGRAM?**

Some events benefit from pairing a keynote with a deeper executive session, workshop, or facilitated conversation. Patrick can help determine which combination best fits the audience, agenda, and desired outcome.