

History as Strategy: Acknowledge, Repair, Advance

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How leaders surface the history of an industry to build a more cohesive and productive future.

“Industries do not have amnesia. Their people remember. Leaders who skip the history end up fighting ghosts they never named.”

IDEAL FOR

- Executive teams in industries with contested histories: healthcare, energy, finance, higher education, technology
- Leadership summits and industry keynotes that need substance, not slogans
- Organizations ready to move beyond statements toward measurable cultural repair

WHAT AUDIENCES LEAVE WITH

- A three-step leadership model: acknowledge, repair, advance
- How honest historical context unlocks trust, retention, and customer loyalty
- Language leaders can use in town halls and all-hands meetings without defensiveness
- A practical test for whether your culture is ready for a harder conversation or still flinching from it

HOW IT IS DELIVERED

KEYNOTE

45 to 60 minutes

CLOSED-DOOR EXECUTIVE SESSION

90 minutes, for leadership teams

BOARD OR INDUSTRY RETREAT

Half-day working session

WHY THIS TALK, FROM THIS SPEAKER

Drawn from Dr. Baker's published research on the California utility sector, Forbes Business Council columns, Medium essays, and the 'A Leader's Message on Race' speaker series. Industry agnostic. Teaches leaders to face history squarely so their organizations can finally move.

TO BOOK DR. VIC BAKER

vicbaker@equity.us | 858.518.0261 | linkedin.com/in/vicbaker