



KEYNOTE SPEAKER · AUTHOR · APACHE PILOT

Shannon Huffman Polson

BIO

Shannon Huffman Polson helps organizations build leaders who perform under pressure, lead people through uncertainty, and build and sustain strong culture through growth, change, and AI disruption.

As one of the first women to fly the Apache attack helicopter in the U.S. Army, Shannon learned firsthand what it takes to lead when the stakes are high, decisions matter, and people are counting on you. She brings that experience, combined with corporate leadership, deep research in resilience, and years of executive development, to help companies strengthen their leadership bench and their culture.

Through keynotes, cohort-based leadership development, and executive programs, Shannon works with organizations to improve engagement, retention, and leadership effectiveness, particularly at the mid-to-senior leadership level where culture and performance are shaped every day.

Her clients include Microsoft, IBM, Verizon, and Intuit, and her work has been featured by the Financial Times, MarketWatch, and The Today Show. She is the author of *The Grit Factor* (Harvard Business Review Press) and the founder of The Grit Institute, a leadership development platform focused on resilience, purpose, and sustainable performance, and teaches at the Tuck School of Business at Dartmouth. Her next book, *The Forgotten Ways*, brings ancient wisdom to leaders in an age of AI.

Polson lives with her husband and two children in Washington State and travels from Seattle.

SUGGESTED QUESTIONS

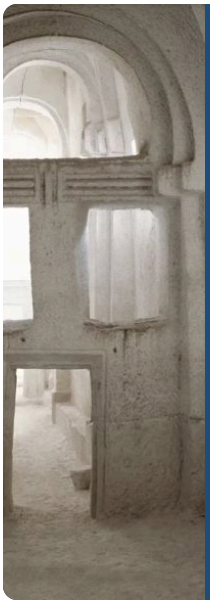
1. Where do you see the most important lessons from your military experience applying in the corporate world?
2. What are the most important trends for companies to focus on in the future of work?
3. What are best practices for companies in the face of economic instability and uncertain futures?
4. What remains human in an age of AI, and how do leaders protect it?
5. When the newest tools and frameworks aren't working, where should a leader look?

KEYNOTES

- The Grit Factor: Courage and Resilience in Times of Challenge and Change
- The Forgotten Ways **NEW**
- Leading with Purpose
- Leadership Storytelling
- The Grit Mindset
- Deep Accountability

WATCH THE REEL

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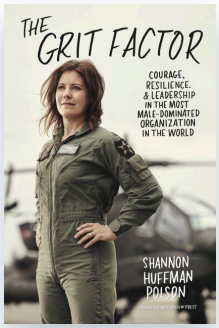
NEW · THE FORGOTTEN WAYS

The oldest answers to the newest questions.

AI is changing the work faster than people can absorb it, and the next new framework isn't helping. Shannon went to the old sources, the desert monks, Benedict's Rule, the Celtic church, Marcus Aurelius, and drew out five practices for the body, the mind, the heart and the spirit: the human work no machine can do for you. Each comes with a true story and one thing to do on Monday.

FEATURED BY

- The Today Show
- Newsweek
- MarketWatch
- The Financial Times
- Forbes
- HBR IdeaCast (Harvard Business Review)
- and many more



Connect with Shannon

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