

Matt George

Clarity, Alignment, and Momentum Under Pressure

Matt brings clarity to high-stakes leadership situations. He aligns teams and boards around the real decisions and tensions they're facing, so strategy, culture, and execution move together.



Why leaders bring Matt in

Matt George is a **Global Leadership Advisor** to C-suite executives, boards, foundations, and government, and an **Executive Leadership Coach** at Harvard Business School.

He's brought in when leaders need clarity, alignment, and momentum that holds up in the real world:

High-stakes advisory work

He advises CEOs, boards, and senior leadership teams on strategy, alignment, and leadership, helping them make clear decisions, stay aligned under pressure, and keep strategy, culture, and execution moving in the same direction.

Harvard leadership coaching

At Harvard Business School, Matt coaches senior executives across C-suite and operational roles from Fortune 500 and global organizations.

Keynotes + off-sites + senior team work

Matt is a seasoned keynote speaker and leadership retreat facilitator. He designs and leads executive off-sites, senior team sessions, and workshops focused on strategy, culture, communication, and board alignment. His work is grounded in real operating experience, structured around the specific decisions and tensions top teams are facing, not generic leadership theory.

Operator experience (not theory)

Before advising global leaders, Matt spent 30+ years as CEO, including one of Illinois' largest social-impact organizations, building a reputation for leading in crisis and turning complex, politically sensitive issues into clear, actionable plans.

National recognition + public platform

His leadership earned national recognition (including Presidential acknowledgment as a finalist for the George H.W. Bush Points of Light Award) and multiple statewide honors.

PBS host + national voice

He hosted Business Forward on PBS and is a three-time #1 bestselling author, completing a 22-state, 61-city nonprofit leadership book tour.

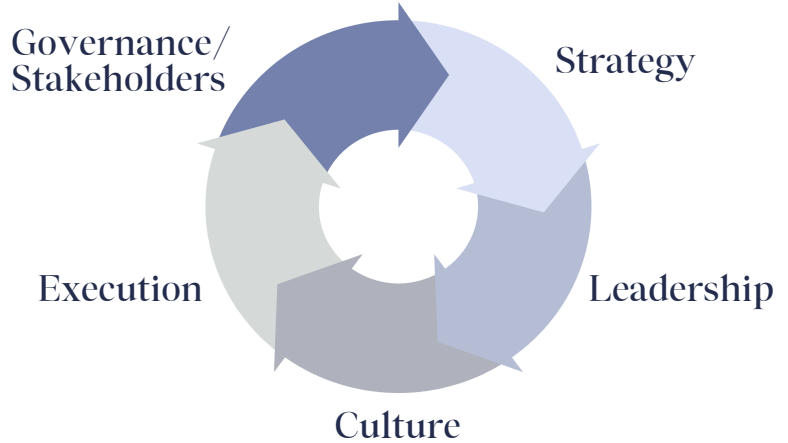
The core idea: the lanes are connected

Most organizations treat strategy, leadership, culture, and governance like separate lanes. They aren't.

When strategy is unclear, leaders fill the gap with noise. When leadership is noisy, culture fractures. When culture fractures, execution slows. When execution slows, governance and stakeholders apply pressure, which creates more noise. The cycle repeats.

Matt's value is fixing the chain, not just one broken link.

The Alignment Cycle



The 5 pillars Matt works across



What his work looks like in practice

The mix depends on the client, the room, and the stakes. Examples of mechanisms Matt uses:

Decision clarity	"What decision are we actually making, and what are we avoiding?"
Tensions + tradeoffs mapping	Where leaders truly agree vs. perform agreement
Priority discipline	The few moves that matter now vs. the noise that feels urgent
Leadership communication	Aligning language so people can follow (internally and externally)
Culture signal review	What leadership is rewarding, tolerating, and accidentally teaching
Execution rhythm	A cadence that makes accountability normal (not performative)
Board-team alignment	Roles, trust, and clean decision pathways
Crisis framing + scenario thinking	Response posture when conditions change fast
Facilitated working sessions	Interactive discussions, group activities, and hands-on exercises when that format fits the room

Engagement types (always tailored)

Matt’s engagements are custom-built around the client’s context and decisions. Format follows the problem, not the other way around.

Examples of how engagements may be structured:

Keynotes and executive seminars leadership, culture, strategy, trust, decision-making	Leadership team off-sites and retreats alignment, priorities, execution discipline	CEO and senior leader coaching 1:1 or small group
Board advisory and governance alignment healthy clarity between board and leadership	Crisis and high-stakes situation support rapid clarity, calm leadership, disciplined response	Community and stakeholder convenings trust-building, credibility, shared ownership

Often, the right engagement is phased: a focused first step to clarify the real issues, followed by the format that best fits the organization.

When Matt is the right fit

Leaders tend to call Matt when:

High-Stakes Moments The stakes are high, pressure is real, and the path forward needs to be unmistakably clear.	Strategy Without Momentum Strategy is drifting and execution is stalling, even though the plan “looks fine on paper.”	Quiet Misalignment at the Top The leadership team is misaligned, often masked by politeness, over-meeting, or mixed signals.
Board-Leadership Friction The board and leadership team need cleaner roles, better trust, and sharper alignment around decisions.	Culture Slipping in the Background Culture is the real issue: morale is fragile, trust is thinning, and accountability is inconsistent.	Tolerating the Wrong Behaviors The organization is quietly tolerating attitudes and behaviors that are training everyone to expect less.

About Glassroot Partners

Today, Matt leads Glassroot Partners, a boutique advisory practice serving CEOs, executive teams, boards, philanthropists, foundations, and CSR leaders, built on a simple belief: clarity is what moves leaders and organizations forward.