

Paul Francis

Leadership Expert, Business Transformer, Ironman & Keynote Speaker

Paul is an Award-winning leader with a wealth of experience at Senior Executive and Board level who is well regarded throughout the business environment, particularly in Financial Services. His leadership abilities are widely recognised and reflected by “The Professional Manager of the Year Award” for both Toowoomba, and Queensland, by the Australian Institute of Management (AIM).

Paul’s inspirational leadership and mentoring has been key to developing many people who have grown their skills and careers as a result of the energy, example and alignment with goals that Paul lives and teaches.

Paul is a highly regarded keynote speaker in his own right and has also designed, run and spoken at highly successful internal sales leadership conferences in addition to speaking at many other organisations, and industry Conferences.

As a Sales Leader Paul has a record of driving the highest standard of performance through sound structure, measurement, review, and accountability. This was achieved by forging a sales culture that whilst produced the highest level of results, was based on values, integrity, and ensuring that the needs of customers was the key desired outcome.

Throughout his career Paul has a record of developing, growing, and shaping business units. This includes physical distribution, Branch transformation, creation of Third-party Distribution (including Mortgage Broker), development of Contact Centre operations including voice, and digital), Business Banking services, and the building from inception a Financial Planning business, and its subsequent sale on favourable terms.

Paul is acknowledged for his integrity, ability to achieve outcomes, high energy, and his ability to quickly grasp issues, provide good insight, and find solutions without ever over complicating the situation.

Paul has the desire, business acumen, and passion to assist organisations, and people within them to review key issues and provide advice, recommendations, and tailored solutions for them.

Recently Paul has co-authored a book, “The Leadership Question” with a former colleague.



Paul also has a passion for health and fitness, a competitive age group triathlete having completed 20 full Ironman Triathlons, including the famed World Championship in Kona Hawaii.

Paul Francis speaks about:

Paul is an engaging speaker who can tailor his presentation to your Conference theme around leadership, achieving goals, overcoming obstacles, all in an entertaining and authentic way.

The many lessons and experiences Paul has learned through both business, and his Ironman hobby, are sure to resonate with your audience.

- The secrets of success
- Face your fears
- No opportunity wasted
- Make It matter
- No limits
- Write your own story
- It's your time to shine

Client testimonials

“ Paul is one of the most courageous and disciplined people I know. As a strategic and visionary leader, he has an uncanny ability to inspire people to reach inside their hearts and minds and enable them to get the most out of themselves. His desire to seek constant and never-ending improvement has enabled him to achieve consistent business growth over many years at Heritage Bank. He knows what it takes to build a culture of high performance and accountability and has the strategic acumen to help ensure that business strategy is aligned top down (as observable and measurable). He is an extraordinary asset to all organisations he works with and is an engaging and authentic leader and speaker.

- Neural Networks

“ Summerland Credit Union asked Paul to develop Retail Leadership structure and processes. His expertise has been invaluable, and his results can easily be seen through our business growth since Paul became involved. Paul has assisted with other retail related initiatives such as retail executive recruitment and developing our competitive advantage statement. I would recommend Paul to any organisation who wants to improve retail leadership and accelerate business growth.

- John Williams Chief Executive Officer Summerland Credit Union

“ Paul was engaged to undertake sales training and subsequently a review of sales and related processes. Paul provided a sound and valuable training methodology and approach designed

to help staff engage in a disciplined way to working through selling on value and service. In the subsequent general review Paul provided a patient, insightful and realistic review highlighting positives for reinforcement and insights into hard realities of challenges facing the business.

- Lewis Von Stieglitz Chief Executive Office Warwick Credit Union

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