

Anne Morriss + Frances Frei

Anne and Frances are on a shared mission to democratize access to ideas. They are best-selling authors and among the world's most influential thinkers, speakers, and advisors. They are experts in how to fix, grow, and lead companies and help leaders manage massive change.

Frances is a Professor of Technology and Operations Management at Harvard Business School, and Anne is a serial entrepreneur and in-demand leadership coach. They are the founders of The Leadership Consortium, a first-of-its kind leadership accelerator that works to build inclusive executive teams and prepare emerging leaders for senior leadership.

Anne and Frances regularly advise organizations on how to design for excellence in strategy, operations, and culture. Their clients have ranged from tech founders to Fortune 10 companies to political leaders working to build national competitiveness. In 2017, Frances took a leave of absence from HBS to serve as Uber's first Senior Vice President of Leadership and Strategy with a mandate to help thousands of employees excel in a context of hyper-growth, strategic change, and an evolution in culture.

Anne and Frances's research investigates how leaders create the conditions for organizations and individuals to thrive. They are the authors of three best-selling books: *Uncommon Service*, *Unleashed*, and the newly released *Move Fast & Fix Things: The Trusted Leader's Guide to Solving Hard Problems*. Hailed as a "masterpiece on trust, leadership, and business," *Move Fast & Fix Things* inspires readers to accelerate change while also taking care of their customers, employees, and shareholders.

Anne and Frances are hosts of the breakthrough podcast *Fixable*, a leadership advice podcast from the TED Audio Collective. They have each delivered viral TED talks and been recognized by Thinkers50 as among the world's leading management thinkers. You can learn more about their work at anneandfrances.com.