



JONATHAN LOBERT

OLYMPIC MEDALIST • CONSULTANT • AUTHOR • KEYNOTE SPEAKER

Sharing is winning!

Leadership, collaboration and collective performance

What if collective performance started with sharing?



BACKGROUND

Jonathan Lobert

Olympic medalist at the London 2012 Games, two-time Olympian, two-time World Vice-Champion and European Champion, Jonathan Lobert dedicated more than twenty years to the pursuit of performance in one of the most demanding environments there is : Olympic sailing. A discipline where you decide alone, under uncertainty, against the best competitors in the world.

Throughout this journey, one conviction emerged : the greatest achievements are not always the result of individual talent. They are often born from the ability to learn, share and grow together. This reflection became a book, **"Sharing is Winning!"**, currently available in French from Éditions Eyrolles.

Holder of an Executive Master in General Management from emlyon business school, certified in executive coaching at Université Paris Dauphine, and holding a Master's in Civil Engineering from the Université de La Rochelle, Jonathan Lobert now works as a consultant in leadership, cooperation and collective performance, keynote speaker and advisor to executives and large organisations, in France and internationally.

Through his keynotes, training programmes and consulting assignments, he builds bridges between the lessons of elite sport and the challenges facing organisations: deciding under uncertainty, strengthening cooperation, building trust, improving interactions and creating the conditions for lasting performance.

In brief

Olympic medal at the London 2012 Games

Two-time Olympian : London 2012 & Rio 2016

Author published by Éditions Eyrolles

Executive Master in General Management – emlyon business school

Keynotes in French and English

JONATHANLOBERT.COM

Book



"Sharing is Winning!"

How sharing becomes a powerful accelerator of progress and collective performance.

(Currently available in French only)

Éditions Eyrolles

From competition *to cooperation*



It all starts with **the pursuit of performance**. For years, Jonathan Lobert competed against the world's best sailors under one relentless logic: to win, everyone guards their knowledge, their analyses and their discoveries.

Then came a realisation: **in this game, everyone hits a ceiling**. Progress slows, the same mistakes are repeated, and each person reinvents alone what others have already learned.

The turning point was counter-intuitive: **training with your competitors**, sharing your data, your experiences and your learning. Everyone then progresses faster than if they had stayed alone. Rivalry becomes learning, learning becomes cooperation.

It is this conviction that led Jonathan Lobert to **the Olympic medal at London 2012**, a conviction he now shares with executives and their teams **to strengthen cooperation, accelerate learning and create the conditions for lasting collective performance**.

« The greatest performances are not always the fruit of competition. They are often born from the ability to learn, share and grow together. »

Testimonials

« His unique approach to change and his ability to tell captivating stories have always inspired our teams. »

Robin Malagie

DIRECTOR OF CHANGE MANAGEMENT
BANQUE POPULAIRE

« The teams particularly appreciated the relevance of his insights and his accessibility. »

Jacques Trinidad

GROUP SALES EFFECTIVENESS MANAGER
COFACE

« A sincere and authentic talk that brought all participants on board. An inspiring keynote, highly recommended! »

Anne-France Karnbauer

DEPUTY DIR. OF INTERNAL COMMUNICATION
FRANCE TÉLÉVISIONS

Sharing is winning!

MAKING SHARING AN ACCELERATOR OF COLLECTIVE PERFORMANCE

Through his Olympic journey and the story that led to the London 2012 medal, Jonathan Lobert demonstrates that **the greatest performances are not born from individual talent alone**, but from the ability to **learn, share and grow together**. A dynamic, interactive and embodied keynote that connects the lessons of elite sport to the challenges of leadership, cooperation and **collective performance**.

Why this keynote?

Rebuilding a sense

of team in dispersed, specialised or under-pressure groups.

Strengthening cooperation

where internal competition makes everyone lose.

Breaking down silos

to accelerate learning and drive innovation.

Speeding up decisions

in complex and uncertain environments.

Maintaining engagement

when pressure and transformation become the long-term norm.

What participants discover

Why **sharing accelerates performance**, both individually and collectively.

How to **turn rivalries into collective advantage**.

The role of **trust** in high-performing organisations.

What enables teams to **learn and grow together**.

How to build **lasting performance** in a demanding environment.

FORMAT

45 minutes to 1h30, with a Q&A session.

A keynote designed for executive seminars, ExCom sessions, conventions and client events as an opening, closing or throughline of a programme.

LANGUAGES

Delivered in French or English. Experienced in international environments, Jonathan Lobert adapts his keynote to the stakes and culture of each organisation.



A KEYNOTE TAILORED TO YOUR CHALLENGES

A bespoke approach

*The core message remains: « Sharing **is winning!** »*

Each keynote is built around one central message: "Sharing is winning!" Depending on your priorities, **certain themes can be developed further** to maximise impact for your audience.

01

Deciding under uncertainty

Clarifying priorities and acting despite uncertainty.

02

Turning pressure into a performance driver

Maintaining clarity, engagement and effectiveness under pressure.

03

Building trust and collective accountability

Creating the conditions for genuine autonomy and engagement.

04

Making feedback a lever for growth

Turning experience reviews into accelerators of learning.

05

Breaking silos and improving cooperation

Circulating ideas, expertise and initiatives.

06

Building lasting collective performance

Sustaining engagement and effectiveness over time.

01

Deciding under uncertainty

CLARIFY, ARBITRATE AND ACT UNDER PRESSURE

Incomplete information, shifting context, irreversible options: leaders are increasingly required to decide without having all the cards. Waiting for certainty is already a choice... and often a choice to be overtaken by events.

KEY MESSAGES

Let go of the illusion of perfect information and **decide anyway**.

Broaden your reading of the situation **through others**.

Own your choices and **learn in short loops**.

WHAT PARTICIPANTS TAKE AWAY

A **decision framework** for acting despite uncertainty.

Benchmarks for **deciding fast without deciding badly**.

The reflex of **sharing intent** to align the collective.

02

Turning pressure into a performance driver

MAINTAINING CLARITY, ENGAGEMENT AND EFFECTIVENESS

Tight deadlines, high stakes, constant exposure: poorly managed, pressure degrades clarity and exhausts organisations. Well channelled, it becomes energy in service of performance

KEY MESSAGES

Understanding what pressure **changes in decision-making**.

Preserving your **clarity** when everything accelerates.

Turning pressure into a **performance driver**.

WHAT PARTICIPANTS TAKE AWAY

A different take on pressure: **neither enemy nor inevitability**.

What allows you to maintain **clarity and effectiveness** when everything speeds up.

Why **recovery** is a condition of lasting performance.

03

Building trust and collective accountability

CREATING TEAMS CAPABLE OF ACTING WITH AUTONOMY

Organisations call for autonomy but multiply controls; they encourage initiative but punish mistakes. The result: teams waiting to be told what to do, and leaders exhausted from carrying everything themselves.

KEY MESSAGES

Trust is not a feeling: **it is a system of behaviours.**

Delegate decisions, not just tasks.

Treat mistakes as learning, never as faults.

WHAT PARTICIPANTS TAKE AWAY

The concrete conditions of **genuine autonomy.**

The direct link between **shared accountability and engagement.**

Benchmarks for staying **demanding without taking back control.**

04

Making feedback a lever for growth

STRENGTHENING DEMAND, LEARNING AND COOPERATION

Between the complacency that helps no one and the criticism that wounds, many teams deprive themselves of their most powerful lever for progress. In elite sport, feedback is daily. It is not there to judge people, but to accelerate learning and improvement.

KEY MESSAGES

Turn **judgment into useful information.**

Combine **high standards with support to drive progress.**

Look for **the cause, never for someone to blame.**

WHAT PARTICIPANTS TAKE AWAY

Feedback as proof of **high standards and respect.**

Simple benchmarks for giving and receiving **feedback that helps people grow.**

How to make the collective debrief **a lasting competitive advantage.**

05

Breaking silos and improving cooperation

UNLOCKING INNOVATION THROUGH DIVERSITY OF EXPERTISE

Each department optimises its own scope, protects its information, defends its budget — and the organisation loses in cross-functional agility what each gains in territory. Silos are reflexes of internal competition.

KEY MESSAGES

Moving beyond the zero-sum game:
sharing is a winning strategy.

Circulating information to **accelerate collective progress.**

Turning diversity of expertise into
competitive advantage.

WHAT PARTICIPANTS TAKE AWAY

Why **brilliant teams cooperate poorly**
and how to change that.

The lived example of **cooperation
between direct competitors.**

Reconciling **individual ambition and
collective success.**

06

Building lasting collective performance

SUSTAINING ENGAGEMENT AND EFFECTIVENESS OVER TIME

Many teams know how to deliver a sprint. Maintaining a high level of excellence over years, without burnout or disengagement, is an entirely different challenge and today's reality for organisations in permanent transformation.

KEY MESSAGES

Connecting daily actions to a **long-term ambition.**

Alternating **high standards with recovery** to last.

Turning failures into **collective learning.**

WHAT PARTICIPANTS TAKE AWAY

A **long-term vision** of performance.

Benchmarks for sustaining
engagement over time.

Why **the ability to last together**
becomes a competitive advantage.

REFERENCES

They trust us

L'ORÉAL



« His presence on stage captivated our audience and enriched our event in a significant way. His inspiring talk and illuminating perspectives truly made a mark on our audience, making him a real asset. »

Mylene Candellato
EVENTS MANAGER



KEYNOTES IN FRENCH &
ENGLISH



NATIONAL & INTERNATIONAL
AVAILABILITY

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ability to learn, share and grow together.*

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