

The Overload Problem

Focus and Follow-Through in the Age of AI

AI made work faster. It didn't make teams finish more. A practical keynote on cutting priority overload so the work that matters most actually gets done.

The problem

Everything feels urgent. Requests multiply, every tool adds another inbox, and smart people confuse being busy with being productive. The result is overcommitted teams, projects stalled at 40%, and your best people burning out.

46%

of employees clearly know what's expected of them, down from 56% in 2020.

Source: Gallup, 2025



About Eric

Creator of the Promise-Driven Culture. 500+ programs for 50,000+ people since 2009, for leaders at BMW, State Farm, Bayer, NIH, and the FBI. Top-rated SkillPath trainer. Author of *Leadership by Choice* (Wiley), *Manage Promises, Not People*, and *Three Values of Being an Effective Person*. University of Notre Dame business graduate.

Three shifts

01

Control what you control

Stop spending energy on what sits outside the circle.

02

Not all work is equal

Sequence it with The Law of Three instead of drowning in it.

03

Every yes is a no

Name the tradeoff before you commit.

Your audience will

- Avoid the top three time traps of knowledge workers
- Focus on their highest priorities using The Law of Three
- Generate velocity on projects with The Effectiveness Process
- Ask "What do we need to stop doing to make this work?"
- Protect focus in an always-on, AI-accelerated workplace

Ideal for

Leadership meetings · HR conferences · Association events

Interactive, with two hands-on worksheets. Available as a keynote, half-day workshop, or virtual program.

"Many attendees have reached out to me to express gratitude for an engaging and timely discussion."

Billie F. Barnes, Executive Director

"One of my colleagues asked me if you could speak at their regional meeting."

Brant Smith, VP of Sales, Varco Pruden Buildings