

Phil Hayes-St Clair

CEO Coach · Strategic Partnerships Expert · Award-Winning Speaker

For more than 20 years, Phil Hayes-St Clair has helped ambitious CEOs transform from leaders into sought-after partners who build alliances that accelerate growth.

Phil's journey began at age 18 when he enlisted in the Australian Army, an experience that instilled leadership, resilience and the power of true partnership in the most rigorous of environments. When an eye condition curtailed his military aviation career, Phil turned adversity into opportunity, channeling that same discipline into building businesses and forging high-leverage partnerships.

Since then, Phil has founded or backed 8 companies, guided Fortune 500 and ASX-listed executive teams, and authored over 150 articles on leadership and strategic growth. He is the Founder of The Partnership Lab and creator of the IDEAL™ + Framework, a proven system used by leaders across technology, healthcare, biotech, aerospace and agriculture to close partnerships faster and more strategically.

Phil's insights reach more than 20,000 leaders weekly through his newsletter, LinkedIn and The Partnership Playbook podcast.

A former Australian Men's Triathlon Team member and lifeblood donor (181 donations and counting), Phil brings relentless energy to everything he does. As a proud girl-dad, he's a passionate advocate for women's health and equity, serving as Ambassador for Inspiring Rare Birds, Special Advisor to The Parenthood, and TEDx speaker ("How to Move Beyond Hope in Women's Health"). He is a member of the International Menopause Society and the Australian Women's Health Alliance.

Phil holds a BSc from Queensland University of Technology and an MBA from UNSW AGSM.

Expect sessions that are high-energy, deeply practical, and grounded in real-world CEO experience: scientific rigor meets strategic execution, delivered with humility and humanity.

Phil's most popular topics:

- "Collapse the Time to Trust" — making partnerships work fast and smart
- "From Competitor to Co-Creator" — turning rivals into strategic allies
- "The CEO Mind-Load" — leading as a CEO, not just a founder
- "Women, Health & Leadership" — inclusive frameworks for stronger teams

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