

# Stage Intro

Heather R YOUNGER

We all want to be a part of a workplace culture where everyone feels valued, and we want to do our part to bring innovation, creativity, and engagement to our organization(s).

Sometimes it feels overwhelming to be a change-maker without a proven path to follow.

Our speaker today, Heather R Younger, is the Founder & CEO of Employee Fanatix - a leading employee engagement and consulting firm and the world's leading expert on listening at work. She also happens to be a former attorney, but please don't hold that against her.

She will show us exactly how to strengthen relationships and resilience to ensure every prospect, customer, and team member feels valued, heard, and supported.

Please welcome from Denver, Colorado, bestselling author and self-professed lover of warm chocolate chip cookies—Heather R Younger!



# AV Needs-LIVE Events *Heather* R YOUNGER

Heather's presentation uses a heavy amount of images, all embedded into her Keynote deck that she runs from her Dell Inspiron 14 5000.

\*\*Due to the custom nature of her presentation, it is not possible to run the slides from another machine or provide them prior to the presentation.

## Heather's requirements are as follows:

- Prior to the presentation, a bottle of water with a screw cap
- A 16.9 digital data projector, ideally with an HDMI connection
- 3.5mm sound lead to play audio from her laptop
- A fold-back screen (a monitor so Heather can see which slides are on-screen from anywhere on stage).
- No lectern required - please allow for ease of movement on the entire stage
- A Countryman or over the ear-type microphone is preferred to a lapel mic
- Three mic runners in the audience with handheld microphones for audience interaction
- A bottle of water on stage
- A set of stairs down the front/center of the stage
- When the talk time is 1 hour and 15 minutes or more, Heather includes a fun group written visualization exercise for the attendees. A flipchart with some crayons/markers/stickers for each table (upon request)
- Walk on/walk off song: "Remember the Name" by Fort Minor (can be played up to 40 second mark as a continuous or just as instrumental)
- Heather will bring Blackmagic Video Assist (field recording device) to take a copy of the live video feed of the presentation. She can connect to your vision desk via HDMI or HD-SDI, assuming it is possible to loop out a signal from your cameras.
- For the Culture of Listening talk, Heather will require a technical team to launch and help manage a Mentimeter poll at the beginning of her keynote.

**SOUND CHECK:** Heather requires no more than 30 minutes. The sound check needs to occur within two (2) to three (3) hours of her presentation time.

**RECORDING:** Heather is happy to be video-taped; a separate Right of Use Agreement must be authorized by the Customer if they are taping her presentation.



# AV Needs-VIRTUAL

Heather R YOUNGER

## Customized Virtual Session PRE-RECORDED

- Heather will provide her pre-recorded session five days in advance, as a 4K video file for the client to load into their meeting platform.
- The client will provide the meeting platform of their choice, invite their attendees, and screen the pre-recorded video to participants.
- No technical rehearsal is necessary for the digital keynote product.
- Heather will join the virtual meeting for a moderated, live Q&A with participants.
- After the session, Heather can provide a PDF summary of insights.

## Customized Virtual Session LIVE

- A technical rehearsal is required prior to the event.
- The client will provide the meeting platform of their choice, invite their attendees and screen Heather live to participants.
- Her ATEM pro switcher allows her multi-camera setup to simply appear as a webcam to your conference platform.
- NOTE: Heather will not provide her slides in advance, as they have been custom-coded and are designed to work as visual aids only.
- After the session, Heather will provide a PDF summary of insights.

## Inside Heather's Studio

- Camera A: Canon EOS 250D / SL3 with EF-S 18-55mm f/3.5-5.6 III Lens
- Camera B: Canon EOS 6D Mark II Digital
- Blackmagic ATEM pro switcher and hardware streaming encoder
- 50 inch Samsung monitor for slide presentations
- 3 Newer continuous LED location lights
- Dell Inspiron 14 5000 Laptop (for slides)
- Dell Inspiron Laptop (for accessing the platform)
- Movo Photo WMX-1 Wireless Lavalier Microphone System (2.4 GHz)



# SHORT BIO

Heather R YOUNGER

## Short Bio:

Heather Younger is the Founder & CEO of Employee Fanatix, a leading employee engagement and consulting firm. She is a highly sought-after keynote speaker, an organizational culture strategist, and the world's leading expert on active listening at work. Drawing from her personal experiences as the only child of an interfaith and interracial marriage and backed by research relevant to what's happening now, Heather is committed to inspiring leaders and team members to flex their empathy muscles and master the art of active listening to ensure everyone including prospects, customers, and employees feels valued, heard, and supported. She is a two-time TEDx speaker, bestselling author, podcast host, and a trusted contributor to leading news outlets.





# LONG BIO

Heather R YOUNGER

## Long Bio

Heather R Younger is one of the world's leading experts on active listening at work. As the visionary Founder and CEO of Employee Fanatix, a preeminent employee engagement and workplace culture consulting firm, Heather has facilitated over 30,000 employee experiences including her trademark Art of Active Listening Sessions, employee survey evaluations, and proprietary annual research studies.

With a profound commitment to employee well-being, she's a renowned keynote speaker, drawing insights from current data and putting into practice what she teaches by relying on employee voices to redefine strategies for success for what is relevant now.

She's an award-winning leader for Employee Engagement as recognized by Inspiring Workplaces, is a LinkedIn Learning courses partner, and is the host of the popular Leadership with Heart podcast.

Her accolades include being a best-selling author of three books: "The 7 Intuitive Laws of Employee Loyalty," a Forbes Must-Read List topper for HR professionals, "The Art of Caring Leadership," wherein she shines a spotlight on the radical potential of compassionate leadership, and her latest best-selling book, "The Art of Active Listening," through which she equips individuals with the interpersonal skills required to make others feel seen, heard, and valued.

"Active listening," Heather asserts, "is the key to unlocking a world of increased belonging, loyalty, profitability, and innovation."

Heather's personal journey, rooted in her challenging experiences growing up as the only child of an interfaith and interracial marriage and being excluded because of her race, fueled her unwavering determination. Heather developed an incredible resilience and a commitment to advocate for those who feel unheard, excluded, and unsupported. This early adversity instilled in her a commitment to advocate for those who've felt like outsiders and drove her to becoming an attorney who imbued compassion and care in corporate America.



# WHAT MAKES HER DIFFERENT

Heather R YOUNGER

## REAL-WORLD EXPERIENCE

Heather's experience leading teams and building organizations is a valuable asset to you because she brings practical know-how and lessons learned that can be directly applied to your situation. Plus, participants love that she has been in their shoes and has practical insights they can use immediately.

## DYNAMIC

If your group is a sales team kicking off a new program, a leadership audience looking for fresh perspective, or an all employee event, Heather leverages her unique capacity to navigate complex social dynamics in the workplace and achieve goals together through effective communication.

## INSPIRING

She creates opportunities for leaders, teams, and individuals to reframe adversity and empower change, championing positive transformation in workplaces, communities, and the world at large. Heather is unique in her ability to facilitate high level interactions between herself and the audience, which leads to the audience interacting with one another, enhancing their learning and building new relationships.

## RELEVANT

Because of Heather's unique commitment to leveraging current research findings, listening sessions, and employee feedback to close the gap between what employees need and leaders want, her content is fresh, relevant and applicable now.

## RELATABLE

Audiences love Heather's warmth and genuine nature, and she will love them right back. She doesn't just talk about Caring Leadership®, but she seeks to embody it in every interaction. It's common practice for Heather to spend time after an event talking with participants, signing books, taking photos, and listening to their hopes and dreams for a workplace where everyone feels heard, valued and understood.

## RESULTS FOCUSED

Her strategies yield tangible business results, including heightened employee engagement, unwavering loyalty, seamless collaboration, and robust connectivity. One of her clients, a leader at a bank, continues to win Top Workplace awards, and the feedback from employees is that they are connecting the dots and making employees feel informed and engaged. Another one of her clients, a leader at an oil and gas company, says employee feedback shows an increased sense of trust about voicing concerns without fear of negative consequences. This all results in better outcomes in our everyday work.

