

Stage Intro

Heather R YOUNGER

Everyone wants positive change at work, but it can feel overwhelming without a proven path to follow.

Backed by her best-selling book, *The Art of Caring Leadership*, our speaker today helps create workplace cultures where everyone feels valued.

As a former attorney with over 20 years in key leadership roles, she has a unique perspective; today she'll share the secrets to creating a workplace where people feel genuinely valued.

She is a mom, wife, CEO, and lover of warm chocolate chip cookies—because even in the corporate world, a touch of sweetness goes a long way.

Please welcome, 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 R Younger, J.D., CSP is a trusted contributor to leading news outlets, like Forbes, Fast Company, Bloomberg, NBC and ABC and one of the world's leading experts on Caring Leadership® and active listening at work. She is the visionary Founder and CEO of Employee Fanatix, a preeminent employee engagement and workplace culture consulting firm to Fortune 100 companies. Employee Fanatix conducts annual research on workplace culture, relying on employee voices for what is relevant now, to help companies redefine their culture strategy. Heather has personally read over 30,000 employee surveys and facilitated over 100 employee focus groups, including her signature "Art of Active Listening Sessions."

With over 25 years of successfully managing teams, she has worked in customer experience, sales, and large account management for multi-million dollar accounts and multiple industries such as tech, staffing, healthcare, professional services, the public sector, and the financial sector. She's a renowned keynote speaker, drawing insights from current data and putting into practice what she teaches in her Caring Leadership Transformation Model™.

Heather is an award-winning leader in the area of Employee Engagement as recognized by Inspiring Workplaces, is a LinkedIn Learning course partner, 3-time best-selling author, TEDX speaker, and the host of the popular, Leadership With Heart podcast.



Long Bio

Heather R Younger, J.D., CSP is a trusted contributor to leading news outlets, like Forbes, Fast Company, Bloomberg, NBC and ABC and one of the world's leading experts on Caring Leadership® and active listening at work. She is the visionary Founder and CEO of Employee Fanatix, a preeminent employee engagement and workplace culture consulting firm to Fortune 100 companies. Employee Fanatix conducts annual research on workplace culture, relying on employee voices for what is relevant now, to help companies redefine their culture strategy. Heather has personally read over 30,000 employee surveys and facilitated over 100 employee focus groups, including her signature "Art of Active Listening Sessions."

With over 25 years of successfully managing teams, she has worked in customer experience, sales, and large account management for multi-million dollar accounts within multiple industries such as tech, staffing, healthcare, professional services, the public sector, and the financial sector. She's a renowned keynote speaker, drawing insights from current data and putting into practice what she teaches in her Caring Leadership Transformation Model™.

Heather's 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.

Heather is a former practicing attorney turned award-winning leader in the area of Employee Engagement as recognized by Inspiring Workplaces, is a LinkedIn Learning course partner, 3-time best-selling author, TEDX speaker and host of the popular, Leadership With Heart podcast. She is also an Adjunct Organizational Leadership Professor at University College at Denver University.

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.

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 to ensure that workplaces around the world make both employees and customers alike feel heard, valued and seen.



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.

