# Stage Intro

Heather R YOUNGER J.D.

How many of you have ever had a day when everyone needed something from you, and you wondered when you were going to get a turn?

How many of you have sat through a meeting where everyone agreed, only to discover later that apparently nobody agreed on the same thing?

And how many of you believe a warm chocolate chip cookie can improve almost any day? Our next speaker is with you on that one.

Heather R. Younger has spent more than 20 years leading teams through change, tough decisions, and the messy, very human side of work.

She's a Thinkers50 Radar honoree, an Inc. Top 50 Leadership and Management Expert, and a bestselling author whose books include The Art of Caring Leadership, The Art of Active Listening, and The Unshakable Team.

Her work is grounded in a simple belief: people do their best work when they feel heard, supported, and clear about where they're going.

Today, she'll challenge us to think differently about how we lead ourselves, show up for others, and keep moving when things get hard.

Please give a big, warm welcome to Heather R. Younger!



(720) 295-1194 HeatherBookings@heatheryounger.com www.HeatherYounger.com

# AV Needs-LIVE Events

Heather R YOUNGER J.D.

**Heather R Younger's Technical Requirements - Live Events**

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).
- Preferably no barriers on stage (no lecterns or podiums)
- 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
- When the talk time is 1 hour and 15 minutes or more, Heather includes a fun group written visualization exercise for the attendees. A flip chart with some crayons/markers/stickers for each table (upon request)
- Walk On Song: © owned by Heather R Younger - Intro Song - Make a Change Part 1
- Walk Off Song: © owned by Heather R Younger - Extro Song - Make a Change-part 2
- 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 J.D.

**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)



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# SHORT BIO

Heather R YOUNGER J.D.

Heather R. Younger, J.D., CSP, is a leadership and workplace culture keynote speaker, four-time bestselling author, and creator of the C.A.R.E. framework for Unshakable LeadershipTM. Named an Inc. framework. Named an Inc. Top 50 Leadership and Management Expert and a Thinkers50 Radar Thought Leader, she helps organizations build leaders and cultures strong enough to handle what's next.

With more than 20 years leading teams through reorgs, mergers, acquisitions, and technology shifts, Heather knows what it takes to stay grounded when the pressure won't let up. Her research includes analysis of 40,000+ employee survey comments and 350+ leader interviews, grounding her work in what people actually experience, not just what looks good on paper.

She is the author of The Art of Caring Leadership, The Art of Self-Leadership, The Art of Active Listening, and the forthcoming book The Unshakable Team, and she hosts the podcast Becoming Unshakable. Her clients include United Healthcare, Kaiser Permanente, the CDC, Prudential, DuPont, and Xerox.



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# LONG BIO

Heather R YOUNGER J.D.

Heather R. Younger, J.D., CSP, is a leadership and workplace culture keynote speaker, researcher, consultant, and four-time bestselling author whose work helps organizations build leaders and teams that can weather any storm.

Named an Inc. Top 50 Leadership and Management Expert and a Thinkers50 Radar Thought Leader, Heather brings more than 20 years of hands-on experience leading teams through high-stakes situations where results mattered, people depended on her, and decisions couldn't wait.

For years, she taught leaders how to care, how to listen, connect, and create workplaces where people feel valued. But at the pinnacle of her most successful year as an entrepreneur, she hit a wall. She realized she'd forgotten to include one person in all that care: herself.

That moment changed everything. She began to turn the mirror inward, to pause, listen to her own needs, and question what she valued and what she was sacrificing. What she discovered became the foundation of her signature C.A.R.E. framework for Unshakable LeadershipTM. When leaders are grounded and resourced in care, they become the calm in the chaos. And when leaders are unshakable, they create cultures where teams can breathe again.

Heather's research foundation includes analysis of more than 40,000 employee survey comments and 350+ leader interviews. This work grounds her keynotes, workshops, and consulting in what people actually experience at work, not just what looks good on paper. She speaks to healthcare professionals, financial advisors, tech teams, and leaders across industries who show up with heart and purpose because they know their work matters and who are tired of being told to “be more resilient” without being given the tools to actually sustain themselves.

She is the author of The Art of Caring Leadership, The Art of Self-Leadership, and The Art of Active Listening, with her fourth book, The Unshakable Team, arriving in September 2026. She also hosts the podcast Becoming Unshakable, where she explores what it takes to lead with resilience, compassion, and purpose through candid conversations with executives, frontline leaders, and everyday changemakers.

Heather's clients span healthcare, financial services, technology, and beyond, including United Healthcare, Kaiser Permanente, the CDC, Prudential, DuPont, Stellantis, Con Edison, and Xerox. She partners with leaders who care deeply about the work they do and the people they serve and who are ready to stop pouring from an empty cup and start building something that lasts.



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