

A professional woman with curly hair, wearing a green blazer and white top, is speaking on stage. She is gesturing with her hands and holding a small device. The background features a large screen with the text 'GATHERING AMSTERDAM', 'THANK YOU TO OUR SPONSORS', and the 'miro' logo. The overall lighting is bright and professional.

Keynotes that Change Cultures

Move your people and business forward

SHOLA KAYE
PEOPLE-FIRST CULTURE KEYNOTES & TRAINING

Shola Kaye / Leadership, Empathy & Communication Speaker

A challenging time...

**Today's workplaces are under unprecedented pressure.
Is your organisation dealing with any of the following issues?**

- ! AI and automation are creating fear and uncertainty.
- ! Geopolitical and economic turbulence is distracting and unsettling employees.
- ! High expectations for inclusion are driving people to leave, or quiet-quit, when they feel unheard.
- ! Defensive communication and silos are blocking progress and weakening trust.
- ! Burnout and disconnection are draining energy and commitment.

In this climate, **culture matters more than ever**. When people feel safe, connected, and bold enough to act, both they - and the business - are more successful and resilient.



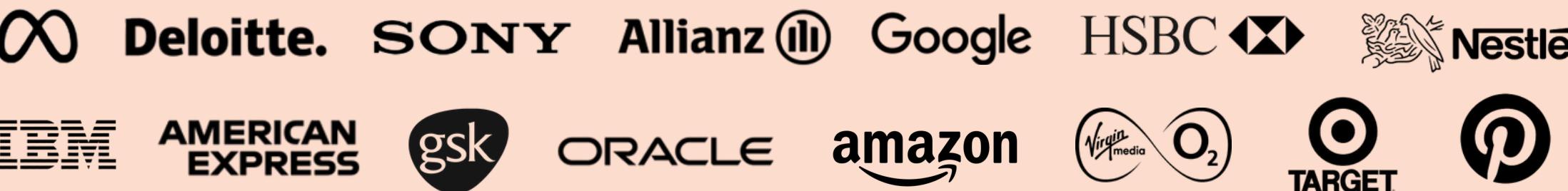
Award-Winning Keynoter

Global Speaker & Author

Shola Kaye inspires leaders and teams to build People-First cultures. With her signature framework for developing **Emotional Audacity™** - a powerful combination of **empathy, courageous communication, and bold action** - she equips organisations to thrive in today's fast-changing world.

Shola's talks combine evidence-based insights, compelling storytelling and powerful interaction, ensuring audiences remain engaged, energised, and leave ready to act. Her journey from neuroscience researcher and corporate consultant to communication author, keynote speaker and professional entertainer gives her a distinctive edge.

With her blend of **warmth, expertise and practical tools**, Shola helps organisations create workplaces where connection fuels collaboration, courage drives innovation, and people truly thrive.



Your Pain Points



5/ Are your people talking but not really listening, showing defensiveness towards feedback and hesitating to take bold, shared action?

4/ Are employees afraid to make requests, missing out on mentorship, stretch assignments and other career-boosting opportunities?

3/ Does a lack of clear and consistent feedback hurt performance and morale?

2/ Do people hold back ideas or concerns because speaking up feels unsafe?

1/ Are assumptions, lack of compassion and low curiosity causing misunderstandings?

Shola's Keynote Solutions



5/ **EMOTIONAL AUDACITY**

4/ **HOW TO ASK FOR WHAT YOU WANT**

3/ **CREATE A POSITIVE FEEDBACK CULTURE**

2/ **DEVELOP A PSYCHOLOGICALLY SAFE, SPEAK-UP CULTURE**

1/ **ELEVATE EMPATHY**

EXPERIENCE SHOLA



Speaker Reel



Get a sense of Shola on stage in her latest 2025 showreel

[CLICK HERE TO WATCH](#)

TEDx Talk



Hear Shola's story and watch her TEDx Talk

[CLICK HERE TO WATCH](#)

Keynote



Watch Shola on stage in front of 3,000 people at the O2 in London

[CLICK HERE TO WATCH](#)

How to work with Shola



In-person keynotes

- ✓ Inspire audiences with Shola's motivating, high-energy talks.
- ✓ Share practical tools that boost empathy and performance.
- ✓ Tailor each event with breakouts, Q&A, or workshops.
- ✓ Extend the impact with books and digital resources.



Virtual sessions

- ✓ Deliver high-impact sessions that feel as engaging as live events.
- ✓ Create interactive experiences with polls, Q&A, and breakouts.
- ✓ Connect globally in inclusive, safe, and energising environments.
- ✓ Enhance engagement with seamless tech and dynamic delivery.



Leadership training

- ✓ Equip managers with empathy and modern leadership skills.
- ✓ Build psychological safety, trust, and inclusive cultures.
- ✓ Inspire leaders with practical, people-first strategies.
- ✓ Transform culture with tools for feedback, resilience, and leading through change.

Elevate Empathy: Sustainable, Common-sense Strategies for Creating a Workplace of Care and Understanding

Are assumptions, lack of compassion and low curiosity causing misunderstandings among your people?

Empathy is no longer optional - it's essential for performance, retention and wellbeing. Shola shows how to embed practical empathy at every level, helping teams connect and thrive across hybrid, remote and in-person environments.

Key Themes:

- **Embed everyday empathy:** Foster care and connection in all interactions.
- **Support hybrid teams:** Apply practical strategies for virtual and remote empathy.
- **Boost wellbeing and performance:** Use empathy as a catalyst for engagement and innovation.



Watch a clip of Shola from this keynote

Develop a Psychologically Safe, Speak-Up Culture: How to Feel Seen, Safe and Heard

Do people hold back ideas or concerns because speaking up feels unsafe?

Many workplaces struggle with communication, low engagement, or lack of psychological safety.

This keynote shows leaders and teams how to create a culture where people feel seen, safe and heard. Shola combines storytelling, exercises and practical tools to foster transparency, collaboration and innovation.

Key Themes:

- **Build psychological safety:** Create workplaces where people feel safe.
- **Encourage open dialogue:** Equip teams with practical tools for honest conversations.
- **Lead with compassion:** Transform teams through empathy and enquiry.



Watch a clip of Shola from this keynote



Create a Positive Feedback Culture: Elevate Performance with Daring, Caring Communication

Does a lack of clear and consistent feedback hurt performance and morale in your teams?

Feedback is often avoided or mishandled, undermining morale and performance. This keynote equips individuals and teams with the skills and frameworks to both give and receive feedback that motivates, strengthens relationships, and builds trust.

Key Themes:

- **Build uplifting feedback:** Create a culture where feedback motivates.
- **Equip your teams:** Give practical tools for confident, caring feedback.
- **Strengthen performance:** Use open dialogue to boost trust and collaboration.



How to ask for what you want: Energise your Career with Audacious, Empowering Questions

Are your employees hesitating to ask and missing opportunities for growth, support, and influence?

In this keynote, Shola shows how one well-timed question can transform careers and the culture of your workplace. Through real-life stories, frameworks, and practical tools, participants learn to overcome fear and shift their mindset from hesitation to empowerment.

Key Themes:

- **Overcome hesitation:** Reduce fear of rejection and boost confidence.
- **Ask with impact:** Walk away with practical scripts and frameworks for high-value requests.
- **Build connection and influence:** Strengthen relationships, visibility and performance through questions.



Watch a clip of Shola
from this keynote



Emotional Audacity™: Developing the Human Edge in an Age of Tech-Driven Transformation

Are your people struggling to navigate change, drive innovation, and lead with empathy and courage?

In today's workplace, human skills often determine whether transformation succeeds or stalls. Through practical frameworks and interactive exercises, Shola introduces Emotional Audacity™: the mindset that empowers leaders and teams to speak up, act boldly, and stay open-hearted, respectful, and resilient.

Key Themes:

- **Lead with courage and empathy:** Inspire action while staying human and listening with humility.
- **Make bold, confident decisions:** Apply frameworks to act decisively under pressure.
- **Foster a purpose-driven culture:** Align individual values with organisational goals.



Watch a clip of Shola
from this keynote



Feeling Good Again: A Musical Keynote Experience

Are your events missing the spark that lights up your people?

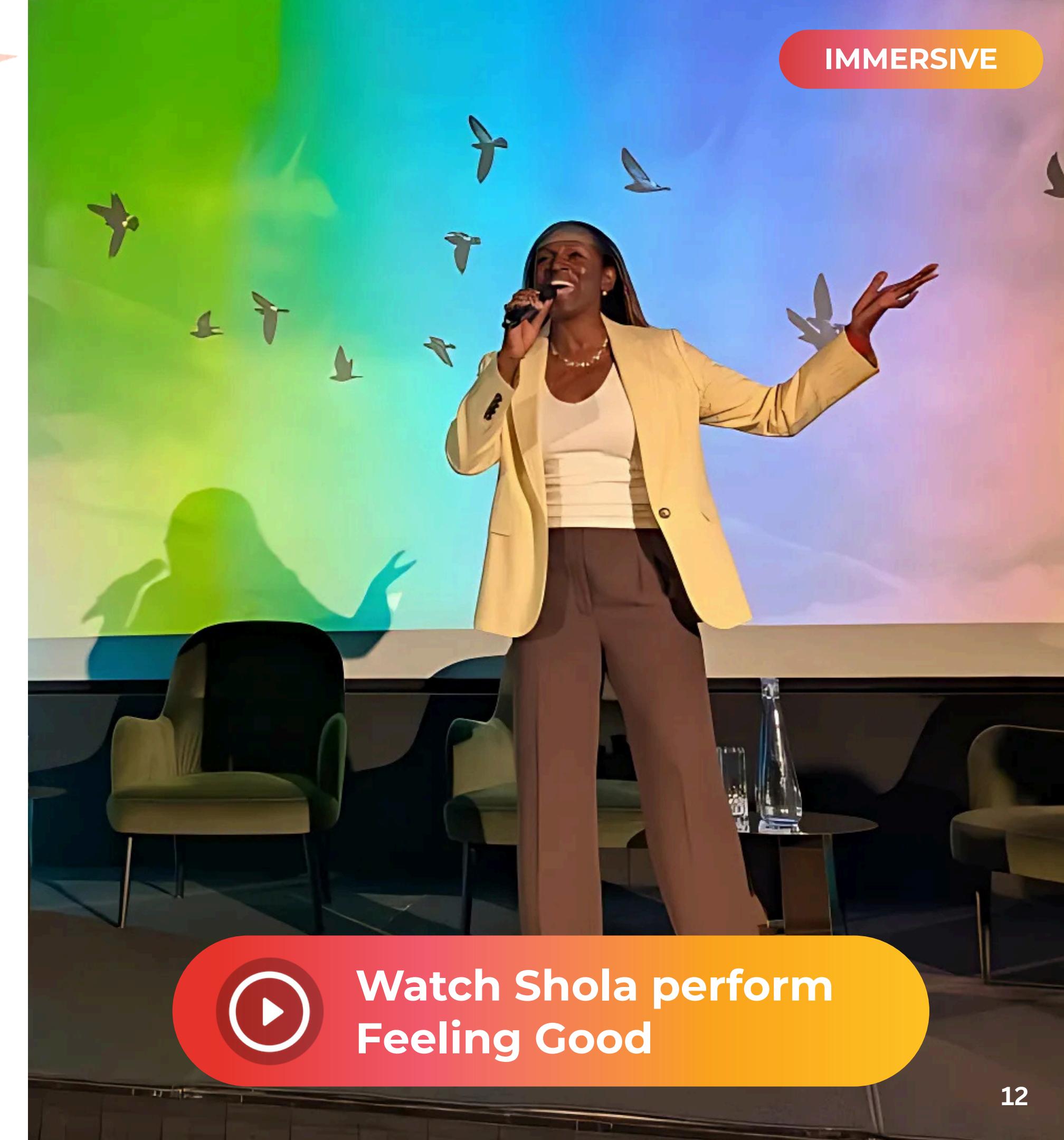
If you're looking for an energising, uplifting and emotive experience that will wake people up and give them goosebumps, this keynote-performance hybrid is for you.

It starts with Shola singing Feeling Good (as made famous by Nina Simone). She then tells her inspiring personal story while sharing the tools and frameworks from her Emotional Audacity™ talk.

Who this is for:

- Corporate Teams
- Inclusion & ERG Groups
- Entrepreneurs
- Individuals in personal growth

Did you know that Shola spent more than a decade as a professional singer? Here she combines her skills as both a highly booked speaker and an accomplished singer to bring maximum impact to your event.



Watch Shola perform
Feeling Good

A photograph of Shola Kaye, a woman with glasses and a pink vest, speaking on stage. She is gesturing with her hands and smiling. A sign in the background reads "#WOMEN IN TECH SEO".

Beyond the keynote...

When you book Shola for your event, you'll also get:

- ✓ **Many actionable takeaways and tools**
- ✓ **Interaction every time**
- ✓ **PDF handout to help land the learning**
- ✓ **Teaser videos available on request**
- ✓ **Keynotes that can be delivered in workshop format, virtual or in-person**

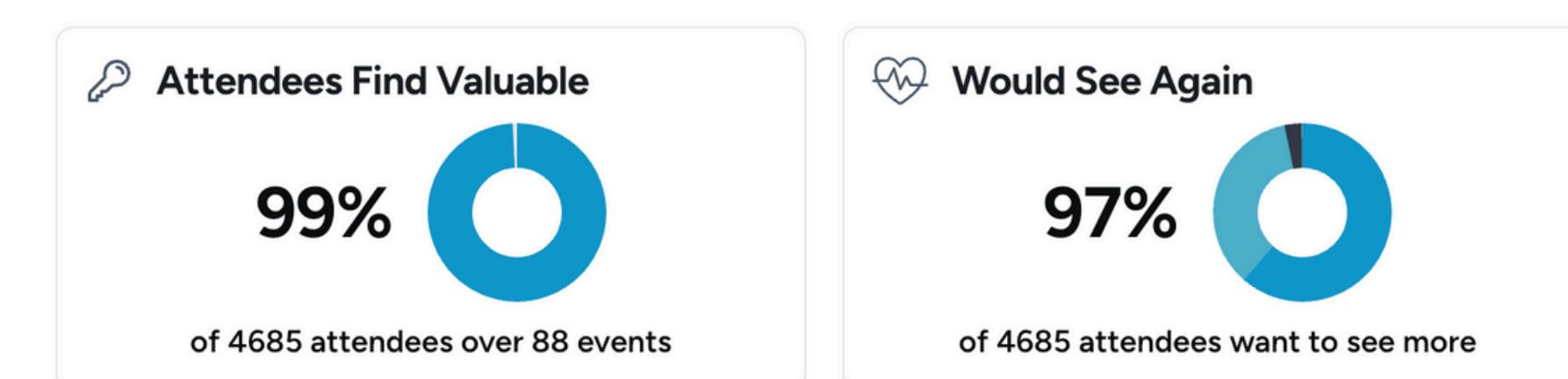




There are **so many speakers** to choose from.
That's why **Shola uses a data-driven approach.**

- ✓ Feedback data is collected after every keynote.
- ✓ Scores and testimonials are shared with the client.
- ✓ We can ask custom questions to help support your initiatives and inform your next steps.

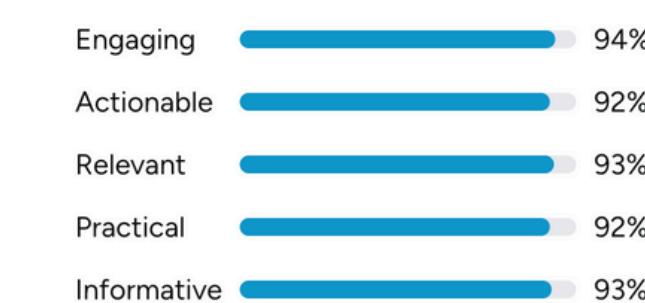
Shola's aggregated feedback scores:



Generated by Talkadot based on 4685 audience feedback

A proven approach

Attendees say Shola's talks are



content.

ola Kaye

SPEAK UP
* LIKE A DIV



“

Highly recommended, Shola's approach is very engaging and effective.

**The
Guardian**

“

This was so helpful for me as a new manager. I realize I have work to do to ensure psychological safety for my team!!



sholakaye.com

**AMERICAN
EXPRESS**

**From Empathy to
Equity:
A Blueprint for DEI
Success**



“

Can't thank you enough for an eye-opening session.

A month after the training it's still so fresh in our minds

**AMERICAN
EXPRESS**

Helped me to identify areas to work on. Really enjoyed the presentation!



“

Highly recommend her work. We're already looking at ways of modifying and improving our communication skills by using the frameworks Shola outlined.



**women
in
data**



15



Let's go!

Ready to move forward? Book an introductory chat with the team at sholakaye.com/15 to discuss your keynote and get the ball rolling.

Got a few more questions? We're all about flexibility and love teaming up with clients to co-create the perfect solution. Email us at info@sholakaye.net

Hope to speak soon.

Shola

Let's stay in touch

