



keynote

Personal Mastery For *high performance*

Psychological and emotional safety
are a **necessity** for sustained high
performance.



Sustainable Results Begin With **Trust!**

Genuine trust can only be built when individuals in a team feel psychologically and emotionally safe with each other.

A high-performance, high-energy culture that consistently delivers results can only be built in an atmosphere of trust!

This keynote talks about HOW to build psychological safety for success.

Self-mastery is an individual responsibility - and a big part of this is building trust with co-workers.



Please come ready to ask questions and engage



My aim is to get you thinking, feeling and behaving differently



You will leave with practical, doable tips and tools



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Women In LeadHERship

When women are **empowered**,
they are **powerful**.

- *Saffron Baggallay*

Unleash Your Female LeadHERS

If your organisation is not tapping into the very different **feminine perspective**, it's missing out on a valuable resource!

This keynote highlights these 'special powers' that can give you the cutting edge in business; and the issues that sometimes arise of personal **confidence** and **competition** between women.

To have an impact and make a difference, of course you need skills - but you also need confidence. With skills plus confidence, the sky's the limit!



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From Insight to Action: Using the Enneagram To *build smarter teams*

Cracking your Enneagram Code

maximizes results - for both
individuals and teams.

Trust + Connection = Performance

A high-performing team can only happen when there's a sense of **trust** and **connection** between members.

The Enneagram fosters this by providing a **framework** to understanding the innate **skills and strengths** of each individual.

It shows how to work with each others' differences, and how these differences contribute to making **teams stronger and better**. It also gives teams and companies a **common language**, providing a shortcut to connection.

No matter what your team or challenge, these insights will make the difference you need.



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Bias, Belonging And The *battle to be seen*

We are not different **from** each other; we are different **for** each other.

- *Saffron Baggallay*

Diversity, Equity and Inclusion Drives Innovation

DEI, managed properly, give organizations a significant **competitive advantage** because of the power that diverse perspectives brings. You achieve this through your leaders becoming conscious of their **unconscious bias**, developing **cultural competency**, and practicing **inclusive leadership**.

Build a **resilient culture** where every voice is heard!

A corporate identity is built on a collection of interpretations and expressions of ideas. Without this, you run the risk of being insular.



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Your Reputation Is Your *real resume*

“Too many people overvalue what they are not and undervalue what they are.”

- *Malcolm Forbes*

YOU Are A Brand And People Are Noticing.

Your reputation impacts your career trajectory more than does your resume!

It is determined by **how you treat people NOW** - not by what you've done in the past, or what you're going to do in the future.

Learn how to **show up with purpose, build trust, and be the person others remember.**

What do people say about you when you leave the room? That's your reputation.

This keynote is about how to manage it.



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Generation Alpha Decoded: What They Want, How They Work And *why it matters*

The Alpha Generation, as employees and consumers, **are affecting your business.**

Who Are The Alpha Generation?

What do they want? How do they consume?
What kind of employees are they?

Get insights into the power and preferences of **society's most prolific generation** - the generation born to 'fix the world'.

Tap into the **potential** of these digital natives who are **highly creative**, are **lifelong learners** and for whom **personal values matter** in the workplace.

The Alpha generation come from a world of mass-customisation. The 'Me-We' generation are different to any other...



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beyond the bot:
**Building Culture
In The Age Of
Intelligence**

AI won't replace employees, but
it will require employees to **shift
their skill sets.**

How Will An AI-Driven World Impact Business?

Humanity has had a series of 'seismic shifts' that have impacted culture, from the printing press to the internet and social media. AI is the next generation in this shift.

What is the impact AI is having on human behaviour, and how will this affect your **company and consumer culture?**

How do you successfully navigate these changes - while **remaining a leader** in your field?

AI brings an opportunity to maximise the **human** potential of your people.



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between us:

Why Your Culture Breaks Between Floors

How much do your employees **trust your management**, and how does this impact your culture?



Can There Be Trust Across The Management Divide?

There is an inevitable divide between management and employees. Once people get promoted to managers, different responsibilities create a different dynamic.

How do you manage this in terms of a **culture of trust** you want to create for your company?

The tension between what an organisation **needs** and what employees **want** is what managers need to navigate.



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The Trust economy:
**Why Emotional
Safety Pays
Dividends**

“The global workforce is showing unprecedentedly low engagement right now.”

*Gallop Survey On The State Of The
Global Workforce 2024*

Low Employee Engagement?

In high-performance companies, employee engagement is no longer a ‘nice to have’. As with a **psychologically safe** workplace, it is now an economic necessity.

When a company **supports** the emotional well-being and psychological safety of their employees, they create an environment conducive to **high performance**.

When humans don't feel psychologically and emotionally safe as a result of trauma, they become inherently self-protective. This is not good for business.



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Gigs, Goals & Growth: Rethinking Talent

for a new era

If your employees have had, have got, or have thought about a side-hustle - are they really engaged?

– *Saffron Baggallay*



Are You Ready For Gigenomics?

Digital nomads have been leading the way towards a **Gig Economy**, where the idea of 'employees' is being replaced by specialist consultants being hired for specific projects.

This suits Gen Z & the Alpha Generation, but does this suit your business and current corporate culture? Can you make it work for you?

Empower employees.
Personalise their career development.
Make personal integrity part of your company culture.



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Post The Great Reshuffle -

Rebuild or Repeat?

Train people well enough so they can leave. Treat them well enough so they don't want to.

– *Richard Branson*

Why Make Your Employees Your Focus In Times Of Change?

Change is inevitable but also has an **emotional impact**, particularly when it results in reshuffling or downsizing.

Traumatised people **don't perform well** in the environment that change creates.

Focusing on your employees will pay dividends in increased trust, connection and performance - results which **directly impact your bottom line.**

If **YOU** influence someone else at work, you have a responsibility to manage **YOUR** reaction to change.



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