

## Carol Fraser

People and business operations executive with a career history of building strong human resources operations and elevating talent through impactful coaching and program development. Exceptional record of success in building and leading top performing teams, directing enterprise-wide multi-million-dollar projects, and developing strong company culture for growth and turn around organizations. Excels at implementing strategic engagement programs, managing M&A analysis and integration, and overseeing the design and development of leading human resources practices in technology and service sectors.



## Topics

Workforce Planning

Emotional Intelligence

Leadership Development

Strategic HR

\*Available for custom speaking engagements\*

## Links & Resources

[www.C4Talent.com](http://www.C4Talent.com) <https://youtube.com/@C4Talent>

<https://www.linkedin.com/in/awesomehrexec/>

## Speaking Format

In-person

Virtual

Keynote

Panel

Teams/professional groups

## Cost

Pricing varies depending on length of speaking engagement, location, size etc.

## Helena Ferrari

Helena brings a delicate balance of proven strategies and creative solutions and enjoys challenging senior leaders to think differently about their employees, "PEOPLE" by painting this picture.

"Imagine you have no people working for you in your current business, would you maintain:"

1. Revenues
2. Growth
3. Continuous improvements to stay competitive



## Topics

Retain and Attract Top Talent to drive growth and revenue

Increase People Productivity that impacts bottom line results

The leadership brand is a key business influencer

Minimize Employer Risk to optimize profit

The HR Brand is a cultural influencer

\*Available for custom speaking engagements\*

## Links & Resources

<https://www.linkedin.com/in/helenaferrari/>

## Speaking Format

In-person

Virtual

Keynote

Panel

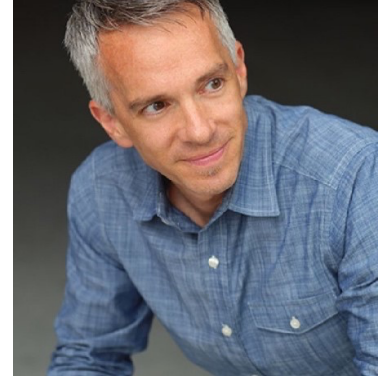
Teams/professional groups

## Cost

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## Skot Waldron

For the past 20 years, Skot Waldron's work for clients such as J.P. Morgan Chase, CDC, Mount Sinai Hospital, Sesame Workshop, The Home Depot, and The Coca-Cola Company has included national and international communication programs. Skot is a communication strategist who unlocks leaders by making sense of complex communication challenges through ah-ha moments that enlighten and transform. Unlike most communication programs out there, Skot coaches leaders and employees to become liberators using programs that are simple, scalable, and sustainable for the long term. He believes your influence, alignment, and ability to execute all begin with you and how you communicate.



## Topics

Unlocking Your Personal Brand Through 8 Minutes of Intentionality  
Leading a Multigenerational Workforce  
The Challenge of Change  
Help Yourself and Those You Lead Build Resilience  
How to Increase Capacity Without More Adding Time, Money or People  
What Does Stress Look Like for You and How to Stay Healthy as a Leader  
Transforming Team Communication: Discover Your Leadership Voice  
Discovering Your WHY: It's not what you do, but why you do it that motivates people

## Links & Resources

YouTube channel that features me on podcasts, my own podcast, and some educational content:

<https://www.youtube.com/@skotwaldron>

Unlocked With Skot Waldron Podcast: <https://apple.co/3ZCgTCB>

<https://www.linkedin.com/in/skotwaldron/>

## Speaking Format

In-person  
Virtual  
Keynote  
Workshops/Breakouts

## Cost

Pricing for keynotes ranges from \$3500 - \$8500

Pricing for breakouts ranges from \$1500 - \$2500 Pricing for workshops ranges from \$2500 - \$7500

## Anya Soto

Anya Soto, PCC, ICF, is an organizational development expert with a proven ability to develop and implement training strategies and organizational change initiatives since 2011. She's the Founder of Culture Crafters, a company focused on developing and implementing training systems and other systemic solutions. These programs reduce employee turnover, increase engagement, ensure psychological safety, and improve profitability.



## Topics

Everybody Has a Diversity Story. What's Yours?

Organizational Identity: How Culture Fit Actually Damages Culture

Recognizing and Mitigating Bias

Psychological Safety in The Hybrid Workplace: How Leaders Corrode Trust On Their Teams  
And What To Do About It

HR, Save Yourself Some Time by Turning Managers Into Coaches

Inclusive Performance Management For Modern Leaders Emotional Intelligence:  
Triggers and Recovery Tools For Leaders

\*Available for custom speaking engagements\*

## Links & Resources

<https://www.linkedin.com/in/anyasoto/>

## Speaking Format

In-person

Virtual

Keynote

Panel

Teams/professional groups

## Cost

Pricing varies depending on length of speaking engagement, location, size etc.

## Sandy Digilio

Strategic executive with a proven ability to align HR goals with broader business objectives. Effective leader who hires and motivates successful teams to manage costs, improve efficiency and drive business success through compensation, benefits and HRIS initiatives. Experienced within numerous fast-paced, highpressure environments.



## Topics

Attracting And Retaining Leaders During An Unpredictable Environment

Designing Incentive Plans To Retain And Motivate Employees

Effective Total Rewards Programs; and most topics related to total rewards.

## Links & Resources

<https://www.linkedin.com/in/sandy-digilio-8318951/>

## Speaking Format

In-person

Virtual

Panel

Teams/professional groups

## Cost

Pricing varies depending on length of speaking engagement, location, size etc.

## Rafael Durand

Strategic executive with a proven ability to align HR goals with broader business objectives. Effective leader who hires and motivates successful teams to manage costs, improve efficiency and drive business success through compensation, benefits and HRIS initiatives. Experienced within numerous fast-paced, highpressure environments.



## Topics

Leadership Development  
Leadership Transitions  
Emotional Intelligence  
Intercultural Leadership and Inclusion  
Leadership Learning Agility

## Links & Resources

<https://www.linkedin.com/in/rafael-durand/>

## Speaking Format

In-person  
Virtual  
Keynote  
Panel  
Teams/professional groups

## Cost

Pricing varies depending on length of speaking engagement, location, size etc.

## Heather Bischoff

Accomplished, highly motivated, passionate, results driven, talent & development professional. Finding simple ways to deliver impactful human resources allowing executives to achieve their vision. Connecting with employees to enhance their employment experience. While being mindful of budgets and reducing liability and risk, creating win, win environments.



## Topics

Leadership  
Communication  
Generations in the Workplace  
Communicate like a leader  
Performance  
Reviews with ease

## Links & Resources

<https://www.linkedin.com/in/heather-bischoff/>

## Speaking Format

In-person  
Virtual  
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Panel  
Teams/professional groups

## Cost

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## Alec Arons

ICF Certified Leadership and Executive Coach with significant experience in management consulting, functional business leadership and mentoring. Develops partnerships with leaders at all levels seeking to improve their effectiveness and achieve their highest professional and personal potential. Clients include executives, emerging leaders, entrepreneurs and individuals in career transitions. Coaching method is built on a foundation of reflective inquiry to enhance self-awareness critical to exploring opportunities, accelerating growth and achieving meaningful outcomes.



## Topics

I Certified in Jonathan Fields Sparketype Assessment and have delivered presentations on helping clients identify what Sparks and Energizes them. I am also developing multiple presentation relating to re-discovering creativity as way of unlocking our ability to create change personally and professionally. One program uses examples of my photography as illustrative metaphors.

## Links & Resources

<https://www.linkedin.com/in/alecgarons/>

## Speaking Format

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Virtual  
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Panel  
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## Cost

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## Sabine Gedeon

As a Speaker and Executive Career & Leadership Strategist, Sabine Gedeon has helped clients in both start-ups and Fortune 500 companies address their development needs and achieve their growth goals. Her expertise inspires her clients to become confident and influential leaders who embrace change and transformation, both personal and professional. As the Founder of SheLeads Network and host of the She Leads Now podcast, Sabine is committed to supporting professional women in their growth and development as confident, influential, and impactful leaders. Her message of growth and transformation is amplified through her book, *Transformed, The Journey to Becoming*.



## Topics

Power-Up Your Social Capital – Leveraging your personal brand and network for accelerated growth  
Unlock Your Leadership Blueprint – Clarifying your leadership operating system for increased alignment and accelerated results  
Empowered Negotiations – Strategies for success in building your confidence and advancing your career  
Build Your Bench – Creating a culture of growth and development for long-term success and sustainability  
Conquering Your Inner Saboteur – Cultivating a winning mindset for success in life and business

## Links & Resources

<https://www.linkedin.com/in/sabinegedeon/>

## Speaking Format

In-person  
Virtual  
Panel  
Teams/professional groups  
Podcasts  
ERG's  
Lunch & learns

## Cost

Pricing varies depending on length of speaking engagement, location, size etc.

## David Blake

Experienced Human Resources executive with a diverse background in holding positions spanning a wide array of HR responsibilities. Experienced leader, with a proven ability to provide supervision to large, multidisciplinary teams. History of directing all aspects of Human Resources within the public and private sectors using both for and not for profit models. Proven ability to manage Human Resources through the research and adoption of best practices that align with organizational culture. Prefers a hands-on approach to leadership combining relationship building and collaboration. Not afraid to “get out from behind the desk” and reach out to the customer.



## Topics

Learning to use Your Voice

Liberate to Lead

Know your 70-Finding Balance in Work and Life

Nonprofit Leadership

## Links & Resources

<https://www.linkedin.com/in/david-blake-phd-914132/>

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## Hallie Bregman

Hallie Bregman is an accomplished talent leader, passionate about culture and innovation. Hallie is currently the Founder and CEO of The Bregman Group, LLC, where she helps companies use data, analytics, and technology to develop people strategies that improve employee outcomes. Experienced in high growth technology companies, she is focused on building inclusive practices and designing novel, data-driven talent strategies.

Hallie is recognized as a visionary in crafting full-funnel data solutions and leveraging innovative technology, and is passionate about building exemplary and personalized employee experiences. Hallie is a thought leader in the talent space, as

featured in HRTech, HR Leaders Live, RedThread Research, Modern People Leaders, Hacking HR, and via various conferences, industry-leading podcasts, and academic institutions (Columbia, Stanford, MIT). Hallie also advises several startups (TeamLift, WorkLlama) on their HR Tech growth journey, and enjoys supporting new developments in HR Technology



## Topics

People Analytics

DEI

HR Technology

## Links & Resources

<https://www.linkedin.com/in/halliebregman/>

<https://www.thebregmangroup.co/reviews-2>

## Speaking Format

In-person

Virtual

Keynote

Panel

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## Jacqui Harper

Jacqui Harper MBE is a business communication skills expert, event facilitator and former TV anchor. Her journey from reserved business reporter to BBC TV anchor, visiting faculty at INSEAD and acclaimed author, means she has a wealth of solutions to communication challenges facing leaders in a virtual and hybrid world. Jacqui's bestselling book 'Executive Presentations' was cited as an outstanding self-development book by the Business Book Awards. The book shares Jacqui's Positive Presence Model which was developed over 20 years while working with clients including the UK Government, FTI Consulting and CLOC Global Institute (Corporate Legal Operations Consortium).



## Topics

- Executive Presence
- Leadership Communication
- Online Engagement
- Presentation Skills
- Pitching for Business
- Communication Secrets of a TV Anchor
- Personal Impact

## Links & Resources

Showreel Link: <https://www.youtube.com/watch?v=C9yoE359ISQ>

[Book Link](#)

Website: <https://execpresentations.com/>

LinkedIn: <https://www.linkedin.com/in/jacquiharper/>

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## Cost

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## Jennifer Smith

I get what companies are looking for when hiring top talent; it's what I do. As a former talent acquisition and HR leader, my experience spans over 15 years across multiple industries — including Fortune 200 companies. I have recruited, hired, and coached thousands of professionals into positions ranging from human resources, finance, and engineering, to IT, sales, and operations.

Constantly researching the latest trends in work and well-being is part of my DNA, and I am diligent about integrating this research into my practice, serving my beloved clients with the most progressive information. What this means to you is an unmatched combination of comprehensive strategic guidance, practical tips, and inspired thought partnership.



## Topics

Be Your Best, Contribute Your Best: Learn The Power of Tiny Actions for Big Results  
Plan Your Path With Purpose (or sometimes I call it HEART-Based Career Planning to Create The Life You Want)

Branching Out, Professional Branding Workshop

Connect with a Click, Effective Virtual Networking

The Art + Science of the Job Interview, Conquer Your Interview with Poise + Purpose

## Links & Resources Speaking Format

<https://www.linkedin.com/in/jenniferlsmith9200/>

Virtual

Panel

Teams/professional groups

## Cost

Pricing varies depending on length of speaking engagement, location, size etc.

## Dr. Anita Polite-Wilson

Working with leaders for more than 20 years, Dr. Anita has been successfully shifting the paradigm of change management activities from “check-the-box-initiatives” that have little or no real business impact, to “change-the-culture-behaviors” that will noticeably improve collaborations. She has studied workforce trends for over ten years and creates programs that increase employee engagement, retention, and productivity for corporate, government, and nonprofit entities of all sizes across various industries. Regardless of the industry, audience, or number of participants, each client engagement focuses on the design and delivery of reflective learning experiences.

Her research has shown that people who feel connected through joint dialogue will discover that the answers to common challenges are found within individuals, teams, and organizational systems. Considering herself to be “a facilitator of conversations that matter” Dr. Anita defines client success as aligning People, Passion, and Purpose.



## Topics

Diversity, Inclusion & Belonging Primer  
Unpacking the BS that Inhibits Workplace Belonging  
Psychological Safety and Belonging

## Links & Resources

[www.doctoranita.com](http://www.doctoranita.com)

<https://www.linkedin.com/in/anita-polite-wilson-ph-d/>

## Speaking Format

In-person  
Virtual  
Panel

## Cost

Fireside Chat (normally \$5,500) which is 30 minutes interview style with me and a key leader, plus a Q&A for 15 minutes.

My normal speaking fee is between \$7,500-\$10,000.

## Lisa Stornaielo

Lisa is a seasoned talent management consultant who leads organizational transformation efforts and architects leadership development strategies and experiential learning opportunities. Her consulting, coaching, and facilitation improves business performance, accelerates leadership preparedness, and supports culture change.

Lisa works with all levels of leaders to help them reach their potential by meeting them where they are and providing frameworks, tools, and coaching to increase their effectiveness. She blends business acumen, pragmatism, and creativity as she partners with clients to understand their unique challenges, the impact they want to achieve, and the capabilities they are striving to enhance.



## Topics

Revolutionize your Talent Strategy: Supporting Employees Considering Retirement

## Links & Resources

<https://www.thefutureofyou.com/blog/revolutionize-your-talent-strategy-supporting-employeesconsidering-retirement> <https://www.thefutureofyou.com/our-story>  
<https://www.linkedin.com/in/lisa-stornaielo/>

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## Debbie Urbanik

Deborah has spent over 25 years focusing on improving the employee experience with global partners including Liberty Mutual, Charles River Labs, Takeda, Halliburton, Holcim, Daiichi Sankyo, Teletech, Cubic Corporation, St Jude's Hospital, and more. She founded D. Whitney Consulting in 2019. D. Whitney's purpose is designing inspired human connection at work so all can thrive. She focuses her efforts on understanding how human dynamics are shaping organizational culture. Her offerings include solutions like Purpose and Values design and rollout, onboarding strategies, recognition programs, leadership development, and more. Deb is also a passionate and active mental health advocate.



She is on the Board of Directors for the National Alliance on Mental Illness (NAMI) in New Hampshire and a NAMI National Support Group Trainer. She co-created the organization's first virtual support group in response to the pandemic and continues to serve as a facilitator today.

## Topics

Mental Health at Work- Recognizing and Responding to Colleagues with Mental Health Challenges

Behind the Smile - Navigating Leadership in Times of Struggle

The Power of Working 'On Purpose' - Connecting People to Purpose and Unleashing Personal Drive and Wellbeing

## Links & Resources

<https://www.linkedin.com/in/deburbanik/overlay/photo/>

## Speaking Format

In-person

Virtual

Keynote

Panel

Teams/professional groups

## Cost

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## Tacy Riehm

Tacy Riehm is the founder of Vos Consulting and has 25 years of experience in Organizational Development and Leadership Development. She is a highly relational facilitator, coach and consultant. Her genuine passion for developing people and her strong facilitation skills creates an environment that inspires and motivates participants to reach new levels of growth. She is a dynamic presenter who engages her audience through humor and real-life examples. She has a passion to help leaders reach their full potential. Her focus is helping leaders create a deeper self-awareness and others-awareness because she believes those are the two ingredients that can help people make lasting change.



As a facilitator, she facilitates leadership development sessions for leaders ranging from new leaders to the executive level on a variety of leadership topics. As a coach, she works one-on-one with leaders to help them identify specific areas of growth and help them take action. As a speaker, she works with leaders to increase the engagement and effectiveness of their teams

## Topics

- Leading With Authenticity to Increase Results and Engagement
- Effective Communication
- Difference Between Leading and Managing
- Building Effective Teams
- Moving From Peer to Boss
- Managing Up With Leadership Courage
- Inclusive Leadership (Unconscious Bias)
- DiSC and MBTI Personality Assessments

## Links & Resources

<https://www.linkedin.com/in/tacy-riehm-41924210/>  
<https://www.youtube.com/watch?v=1HpQvb6n8qo>

## Speaking Format

- In-person
- Virtual
- Keynote
- Panel
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## Cost

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## Liz Tracy

Through career, leadership, and transition coaching plus powerful leadership and style assessment tools and frameworks, I help clients become self-aware and shift their patterns to get the results they want.

Before becoming a coach, I spent many years in corporate America, partnering with senior leaders on strategic projects, leading teams, coaching team members and building compelling onboarding and skill-building programs.

People grow the most when they have the desire and support to do it. Performance improvement isn't about training—it happens through experience, feedback, and coaching. How can I help you get unstuck?



## Topics

Executive Presence – Learn how to project self-confidence, clarity and credibility

Lead Your Career – For organizations and individuals

LEAD NOW! – Guiding key members of your organization into effective leadership practices

Positive Intelligence

## Links & Resources

<https://www.linkedin.com/in/aboutliztracy/>

## Speaking Format

In-person

Virtual

Keynote

Panel

Teams/professional groups

## Cost

Pricing varies depending on length of speaking engagement, location, size etc.

## Sue DeLazaro

Since 2008, Sue has helped professionals to connect more effectively with the people around them. Using her expertise in emotional intelligence, Sue helps people leverage their emotions to be more effective in the workplace. Sue is the Founder of Ideal Culture Lab and uses her M.S. in Industrial Psychology, 20 years of training audiences of all sizes, and her experience from The Groundlings School of Improvisation to create memorable, educational events that stick.



## Topics

Emotional Intelligence (EQ) Leadership  
Team EQ  
Change Tolerance  
Empathy  
Influence  
Executive Presence  
Self-Awareness & Self-Management Social Skills  
Building Relationships, Connection, Trust Conflict Management  
Burnout Prevention & Management Flexibility & Agility  
Stress Tolerance Resilience

## Links & Resources

<https://www.linkedin.com/in/susan-delazaro/>

## Speaking Format

In-person  
Virtual  
Keynote  
Panel  
Teams/professional groups

## Cost

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