

## Shola Kaye

Communication Specialist

Shola Kaye helps global organisations prepare for the future of work using the power of empathy, effective communication and inclusion nudges. Shola's work is frequently described as practical, easily implementable and inspiring. Her team has developed The Inclusion Launchpad, and The E.Q. Accelerator programs to help support lasting change. She shares accessible case studies and implementable insights gained from working with international corporations across a wide range of industries.

Shola's clients include American Express, Deloitte, Google, IBM, Nestle, Henkel, Reckitt, HSBC and Oracle. She is the author of two books and has written for a variety of industry publications.

Early in Shola's career, she worked in consulting and account management in New York and London with clients such as Goldman Sachs, Charles Schwab and British Airways. She has conducted neuroscience research at the U.S. Centers for Disease Control (CDC).

What differentiates Shola as a speaker is that she has also spent time performing across the globe and captivating audiences as a professional entertainer. She therefore understands what it takes to keep her keynote attendees engaged and participating throughout the session, and she provides multiple opportunities for valuable self-reflection and outstanding levels of interaction.

Shola's experiences as a Black woman working for global corporations gave her an understanding of some of the many challenges faced by companies today as they seek to create environments of empathy and belonging, supporting their ever-more diverse, often remote, teams. Her work allows organisations to increase innovation, bolster belonging and develop engaging, productive environments.

At the moment her most popular keynote is on Delivering Feedback with Empathy. Everyone needs to deliver feedback at some stage in their lives, and the way in which this is done has the power to make or break careers, as well as relationships!

Shola also works with many global teams that need to find ways to reduce bias and reach across cultural differences, creating an atmosphere of collaboration, inclusion and high performance. Her sessions on Inclusive Communication and Psychological Safety have been booked by a variety of international associations and, as a skilled facilitator, she's often called upon to run sessions that are a hybrid between conventional keynotes, town halls, and large group workshops.

As an introvert herself, she loves to create experiences in which everyone feels deeply involved and empowered to participate fully. Her virtual keynotes often elicit hundreds of comments in the chat, with off-the-charts participation from attendees. She's also a popular speaker for International Women's Day and has worked with many organisations delivering communication programs that help women and other underrepresented groups speak up and cut through, enabling them to go further, faster, in their careers.