LAI Leading Authorities, Inc.

# Shola Kaye

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**Emotional Audacity ™: Developing the Human Edge in an Age of Tech-Driven Transformation How do we inspire people to say what others won't and do what others fear- while staying open-hearted, respectful and deeply human?** Shola Kaye introduces Emotional Audacity™ — the essential leadership mindset for today's fast-paced, high-stakes world. As organisations move more swiftly and rely increasingly on data and systems, it's the human elements — empathy, self-awareness, self-regulation, courageous communication, and motivation to act — that determine the success or failure of transformation efforts. With insight, warmth, and a deeply practical approach, Shola shares frameworks for honest self-reflection and developing both resilience and dynamism through emotionally intelligent behaviour. Drawing on her corporate background, current research, and her work with global brands, Shola offers audiences the tools to listen without defensiveness and to act with an expansive sense of purpose. **The audience will leave with:** The *Caring & Daring Matrix*™ and the *Feel it, Frame it, Follow Through on it*™ framework to support dynamic yet empathetic decision-making Clear strategies to listen deeply, share openly and act decisively Structured self-reflection opportunities to support ongoing growth and development A downloadable PDF companion guide for applying the frameworks in everyday leadership and communication scenarios ***Also available:*** *Crank up the emotional impact with a version of this speech that incorporates musical elements.*

**Create a People-First, Speak-Up Culture: How to Feel Seen, Safe and Heard What are the core behaviours and communication strategies that create a psychologically safe, high-performing workplace**? In a culture where people feel seen, safe and heard, innovation thrives, belonging deepens, and collaboration strengthens. Through powerful storytelling, live exercises, and practical tools, Shola unpacks the role of, deep inquiry, and psychological safety to create environments of cooperation and creativity. Participants learn to foster a workplace free of group think where individuals can make their best contributions and the business can thrive. **The audience will leave with:** Practical communication scripts and conversation starters to support transparency and authentic dialogue Step-by-step frameworks to encourage open conversations across all levels of the organisation Insights into how fear and lack of safety hinder innovation — and how to change that dynamic Tools to embed positive reinforcement, resilience, and safety into team communication Structured self-reflection prompts and a downloadable PDF guide to help sustain learning and progress

**Practical Empathy: Sustainable, Common-Sense Strategies for Creating a Workplace of Care and Understanding How can organisations embed empathy at every level — from the boardroom to the break room?** As the need for respectful, supportive workplaces grows, empathy

is no longer a ‘nice to have’ — it’s a critical leadership and communication skill that directly impacts retention, innovation, and employee wellbeing. Through storytelling, accessible research, and hands-on reflection, Shola introduces a practical approach to empathy that avoids burnout, fosters connection, and works across virtual, hybrid and in-person teams. With a focus on curiosity, courage and being a catalyst, this session equips every audience member with the awareness and confidence to make empathy a daily practice. **The audience will leave with:** A simple, actionable three-step framework for demonstrating empathy in daily conversations Strategies for showing virtual empathy in hybrid and remote environments A variety of easy-to-use tools that support practical empathy Data and case studies to support the business case for empathy in the workplace Structured self-reflection activities and a downloadable PDF guide to build stronger listening skills and deeper human connection

**Creating a Positive Feedback Culture: Elevate Performance with Daring, Caring Communication How will you build a thriving feedback culture where communication uplifts and energises, rather than undermines and demotivates?** When feedback is delivered with empathy, clarity and consistency, it drives performance, strengthens relationships and creates motivated, resilient teams. But when it’s avoided or mishandled, the damage to morale and collaboration can be lasting. Through candid examples and interactive exercises, Shola explores the difference between feedback that inspires and feedback that alienates. She equips individuals at every level — not just managers — with the tools and confidence to offer feedback that fuels learning and growth. **The audience will leave with:** Tools for delivering ongoing, tailored feedback that motivates and empowers Exercises to build resilience and openness when receiving constructive feedback Insights into common harmful feedback styles — including The Drive-by, The Comparison, and The Wrecking Ball — and how to avoid them A downloadable PDF guide and structured self-reflection prompts to support long-term skill development

**The Art of the Ask: Energise your Career with Audacious, Empowering Questions What if the next step in your career was just one question away?** In this impactful and engaging keynote, Shola Kaye explores the transformative power of asking. Whether you’re seeking new opportunities, support, or personal development, the ability to make well-timed, strategic requests can change the course of your career — and the culture of your workplace. With powerful real-life stories, a clear communication framework, and practical tools, Shola helps individuals overcome the psychological barriers that hold them back from asking. Participants will learn how to shift their mindset from hesitation to empowerment, using questions to build connection, create visibility, and inspire action in themselves and others. **The audience will leave with:** A deeper understanding of how asking can catalyse career growth, leadership development, and self-inclusion The 5Rs Framework to reduce fear of rejection and increase confidence in making asks Scripts and conversation tools to support high-impact, career-related requests Strategies for using questions to motivate others, build trust, and unlock performance Structured self-reflection prompts and a downloadable PDF to practise and apply learnings beyond the session.