



KEYNOTE SPEAKER · LEADERSHIP & WORKFORCE

Heather Lambert

Plain-spoken sessions built for the job leaders actually have — not the one on the org chart.



Audiences rebook her

15+ conference engagements since 2021 across state and regional associations.

Four consecutive years invited back by the ASC Nurse Leadership Conference.

Repeat client of four different conferences — the strongest review an audience can give.

20+ years in healthcare talent development — hospitals, ASCs, and correctional health — with advanced degrees in social, data, and information sciences. Based outside Nashville.

Signature topics

— The Invisible Job Description **SIGNATURE KEYNOTE**

The expectations nobody writes down but every employee carries — and what leaders do about them before they walk out the door.

— Leading Through the Workforce Shortage

"Do more with less" isn't a strategy — it's a sentence. Protecting your high performers, getting ruthless on priorities, and finding capacity where none seemed to exist.

— Burnout Recovery Without the Toxic Positivity

For teams who are done being told to practice gratitude. What leaders can actually control, and why "self-care" messaging often makes it worse.

— Coaching & Difficult Conversations

The conversations managers avoid, why avoiding them costs you your best people, and how to have them without a script that sounds like HR wrote it.

— What Your People Actually Need From You

Team-first and patient-first aren't competing priorities. What your people need in 2027 — and it's probably not what you think.

Every topic available as a keynote, breakout, workshop, or lunch & learn · custom topics and combinations welcome · full topics menu and rates on request