



Speaking Topics Menu

HEATHER LAMBERT · LEADERSHIP SPEAKER

Every topic is available as a keynote, breakout session, workshop, or lunch & learn. Custom topics and combinations welcome.

Most Requested

The Invisible Job Description SIGNATURE KEYNOTE

The expectations nobody writes down but every employee carries

Every employee walks in carrying expectations that never made it into the job posting — and when those invisible expectations go unmet, your best people quietly start planning their exit. This keynote names what's really on the page nobody wrote, what it costs when leaders miss it, and the posture that keeps people in it with you.

Best for: general sessions · frontline & middle leaders · retention-focused organizations

What Your People Actually Need From You

The people-first leadership approach that improves the bottom line

Team-first and mission-first don't have to be competing priorities. When your people have their best days, they're motivated to help the business have its best day. You'll leave with a clear picture of what your team actually needs from you — and it's probably not what you think.

Best for: frontline & middle managers · leadership conferences · operations teams

Leading Through the Workforce Shortage: Doing More WITH Less

For leaders who refuse to accept 'do more with less' as a strategy

Every leader has heard "do more with less" — but that's not a strategy, it's a sentence. What actually works: protecting your high performers from becoming your next resignations, getting ruthlessly clear on priorities, building the muscle to say no, and finding capacity where none seemed to exist.

Best for: frontline & middle managers · nurse leaders · lean-staffed teams everywhere

Burnout Recovery Without the Toxic Positivity

For teams who are DONE with being told to practice gratitude

If one more person suggests yoga and mindfulness as the solution to systemic problems, your team might stage a walkout. Burnout usually isn't a personal wellness problem — it's a systems problem. What leaders can actually control, how to create recovery without adding to workloads, and why "self-care" messaging often makes things worse.

Best for: teams under sustained pressure · HR conferences · wellness programs that want honesty

AI Without the Anxiety: Making Technology Work FOR Your Team

What you actually need to know as a leader

AI is everywhere in the conversation, but most leaders are still wondering: what actually is it, and what do I need to know? This session cuts through the hype and the doom. You don't need a tech background — just a clearer head and a starting point.

Best for: leaders at every level · HR & talent teams · operations leadership

Building Your WRAW: Workplace Resilience & Wellbeing

The 5 areas of life you can strengthen before the next hit comes

Resilience isn't about bouncing back from one crisis — it's the foundation that helps you weather whatever comes next. Practical strategies around sleep, relationships, your time, and why your brain fights change. Not a pep talk. Delivered by a certified WRAW Master Facilitator.

Best for: leadership development programs · HR & wellness · intact teams

Leadership & Authenticity

The Vulnerability Gamble: When Authenticity Feels Too Risky

How to be real without losing credibility

Everyone says "bring your whole self to work" — but what if your whole self is neurodivergent, or introverted, or navigating a loss you're not sure how much to share? How to be real, share what matters, and model vulnerability safely — for yourself and the people watching you lead.

Best for: women's leadership · emerging leader programs · anyone leading while human

Leading Authentically When You Don't Fit the Mold

Turning your 'difference' into leadership advantage

Leadership advice assumes everyone's brain and body work the same way. They don't. What happens when leaders stop trying to fit the expected mold and start leveraging how they actually work — and how to support team members doing the same.

Best for: women's leadership · DEI programs · HR professionals

The Middle Manager Survival Guide

Leading from the middle when you're squeezed from both sides

Middle managers execute strategy they didn't create, manage teams they can't fully resource, and absorb pressure from above and below — often with inadequate authority to match their accountability. This session is specifically for the leaders who translate between senior vision and frontline reality.

Best for: middle managers · manager development programs · operations teams

Let's Talk About Menopause

The workforce conversation that's long overdue

A huge share of the workforce is women between 35 and 60 — which means this isn't a niche issue, it's a workforce issue. The symptoms no one warns you about, the ways organizations are (and aren't) supporting women through it, and what we can actually do. It's funny. It's maddening. It's honest.

Best for: women's leadership events · HR conferences · workforce planning leaders

Executive Presence: The Missing Link Between Merit and Success

Carry a room while still being your authentic self

Executive presence is treated as a "you have it or you don't" quality — but it's a learnable set of skills most leaders were never taught. Three pillars: gravitas, communication, and professional image. No code-switching into someone you're not. You'll assess your current presence, practice key skills, and leave with an action plan.

Best for: emerging leaders · women's leadership · high-potential programs

Personal Growth Audit

Investing in your own growth and happiness

You build development plans for everyone else. When's the last time you built one for yourself? Work through a personal growth audit: what you want to focus on, what's been on the back burner too long, and how to create a real plan for where you're headed.

Best for: women's leadership · emerging leaders · everyone who plans for everyone but themselves

Talent & Organizational Development

People-First Leadership

Reframing who comes first — and why it matters for patient care

Healthcare has long put patients first — but what if that singular focus has come at the cost of burning through the people who deliver the care? When your team is supported, equipped, and genuinely led, better patient care follows. Workforce data, engagement frameworks, and tools leaders can use immediately.

Best for: healthcare leadership · nursing & clinical operations · healthcare HR

Psychological Safety in High-Pressure Environments

Building trust when everything's on fire

Creating psychological safety sounds great in theory — until you're leading a team that's understaffed, over-stressed, and operating under regulatory pressure. How to build real safety where the stakes are high, the pace is relentless, and traditional approaches feel impossible.

Best for: healthcare & other high-stakes teams · quality & safety leaders · regulated industries

Building Competency Frameworks That Don't Collect Dust

The nervous system of a healthy organization

Competencies done right are how you hold people accountable, train and develop, build career ladders, and drive performance and culture. For leaders who've never built them, inherited ones that don't work, or know something's missing but aren't sure where to start.

Best for: HR & talent development · organizational development · L&D leaders

Multigenerational Career Development

Creating paths that keep the talent you can't afford to lose

Your newest hire has different career expectations than your 20-year veteran — and your one-size-fits-all career ladder isn't working for either. Career development that accounts for different life stages, working styles, and definitions of advancement.

Best for: HR & talent teams · retention-focused leaders · career pathway builders

Don't see exactly what you need? Most of my best sessions started as a conversation with an organizer about what their audience was actually struggling with. Tell me what's keeping your members up at night and we'll build the right session — 615.434.5180 · heatherlambert.speaker@gmail.com