



## Transformational Keynote Speaker

Rebecca Shambaugh is a highly-sought-after and recognized speaker, leadership expert, and author. Rebecca is a leadership expert on building inclusive and high-performance cultures. She speaks at major conferences and to executives on how to disrupt traditional mindsets and create an inspiring vision and roadmap for driving greater levels of innovation and performance through a unified voice for leadership.

*"Rebecca's emphasis on inclusion, the leadership pipeline, and uncovering latent biases made a real impact and generated a rich discussion."*

~ Chair, The Conference  
Board



*"The Women's Investment Group of the CFA Society of Washington, DC, was thrilled to have Rebecca be our keynote and speak about the importance of "executive presence" in the workplace. We were inspired by her insights and ideas, and learned of tangible and practical ways to develop personal and professional presence." ~ Founder, CFA DC Chapter*



## It's Not a Glass Ceiling, It's a Sticky Floor Get Unstuck, Reach Your Potential, and Take the Lead!

While organizational culture is an important element to achieving gender balance, too many women unknowingly hold themselves back. Rebecca inspires audiences and provides a guide for women to free themselves from hidden behaviors that sabotage their career success and practical tips to escape self-limiting career obstacles that Rebecca refers to as the "sticky floors". In this timely keynote, Rebecca shares her compelling stories from coaching hundreds of leaders, practical techniques, and strategies that are known to empower women to get unstuck, take the lead, and champion their own career.

### Key Takeaways:

- Why Women: The Perfect Storm for Women Leaders
- Don't Let a Sticky Floor Hold You Back: Examine and Reprogram Self-Limiting Beliefs
- Be the Architect of Your Own Career: Have a Vision, Have No Fear, Take the Lead!
- Form and Tap into Your Own Board of Directors
- Make Your Words Count: Be Visible – Have a Voice and Influence Others
- Capitalize on Your Political Savvy and Social Intelligence
- Ask for What You Want – Know Your Value

## Together as Allies How We Can Co-Create an Engaging and Inclusive Workplace

A national narrative is rapidly coalescing regarding the critical need for unification—a chorus of demand for leaders who can bring others together and create a sense of inclusion, trust, and belonging within our organizations, institutions, and communities. Inclusion is an issue of international and economic and social importance. The root of inclusion starts with valuing and advocating for people of all gender, cultures, and lifestyles and ensuring they are part of the every day fabric of our organizations and teams.

Rebecca presents on ways we can foster greater inclusion through an Allies for All culture which co-creates a shared purpose and mutual value for all. This translates into more meaningful connections that together produce better ideas, solutions, and products that foster a competitive advantage for today's organization. This calls for men and women to engage in a united voice as partners and as leaders who have a shared purpose.

### Key Takeaways:

- Men and Women as Allies in the Era of #metoo
- What Is An Ally - Their Value for Creating an Inclusive Workplace
- The Defining Moments for Men and Women - Stories on How They Became Allies
- Key Cultural Elements to Reinforce Allied Relationships
- Allies in Action - What Allies Do!
- Key Behaviors That Are the Foundation for a Successful Ally Relationship

## Mastering the Art and Science of Executive Presence

### *The “Why”, “What” and “How for Leaders to Tap into the Ideal Presence*

Executive presence remains at the top of the list of how executives are evaluated. Recent studies indicate that executive presence counts for 26% of what it takes to influence others and get promoted. SHAMBAUGH’s results-focused [Coaching and Development Program](#) for Mastering Executive Presence has helped hundreds of leaders and executives be more intentional, credible, and better prepared to effectively lead in challenging interactions and dynamics. Our proven and research-based model for Executive Presence gets to the core of the “Why”, the “What” and the “How” for leaders to tap into the ideal presence that allows them to lead more effectively.

#### Key Takeaways:

- Learn How Your Executive Presence Ties into Your Unique Qualities as a Leader
- How to Read Between the Lines and Understand and Respond to the Real Intentions of Others
- Learn and Apply Ways to Show up Strategically and Lead with a Strong Executive Voice
- Learn and Apply Techniques to Stay Calm When Caught by Surprise or in Pressured Situations
- Know How to Command the Room and Gain the Respect of Others

## Belonging

### *The Gateway to Employee Engagement and Innovation*

Companies must focus on innovation and creativity to differentiate themselves. Over the past decade, companies and their leaders have launched diversity and inclusion (D&I) initiatives, hoping to drive greater ideas and innovation while ensuring all employees feel welcomed and engaged. Despite significant investments, organizations are realizing it’s not enough to count on D&I. Today’s successful organizations are evolving their D&I initiative to create a greater sense of belonging – the gateway for employee engagement, retention, and innovation.

In this timely keynote, Rebecca Shambaugh, leadership expert, author, and President of SHAMBAUGH, will engage attendees on the importance of creating a conscious culture of belonging and ways to cultivate in your organizations and teams.

#### Key Takeaways:

- Learn How Diversity and Inclusion Is Evolving for Company’s and Employees
- What Does Belonging Mean and Its Compelling Business Case
- How Belonging has Taken on New Meaning and Become a Priority for Organizations Based on the Acceleration of Teleworking
- Case Study on How to Advance Your D&I Program to Ensure Employees Feel a Sense of Belonging and Loyalty to Your Organization
- Learn Practical Steps That You Can Implement the Next Day
- Learn Why Leadership and Management Matter: Key Attributes and Behaviors that Foster Belonging

Offered in both face-to-face and virtual setting



*“I partnered with Rebecca to keynote our UC Berkeley Woman’s Initiative. It was a spectacular day, in no small part because of the learning she shared. Her message of empowerment and enlightenment resonates coast to coast, with corporate and public sector audiences alike.” – CLO and Director of L&D, UC Berkeley*

...

*“Marriott International thoroughly enjoyed and valued Rebecca Shambaugh engaging with our women leaders and executives in an inspiring keynote on Executive Presence. Rebecca demystified this important element of leadership based on her deep knowledge, experience, and practical tools that allowed the attendees to master their own executive presence and put words into action. It’s not every day that you can learn from an internationally recognized leadership expert.”  
~ Senior Vice President, Marriott International*

**GET IN TOUCH**

**INTERESTED IN HAVING REBECCA SPEAK AT YOUR NEXT EVENT?**

Email: [info@shambaughleadership.com](mailto:info@shambaughleadership.com) | Call our offices at 703.744.1065