



Dr. LauraTM

Top 7 Speaking Topics

Imagine your audience leaning in - **engaged, inspired**, and ready to rethink the way they **lead, connect, and thrive at work**. That's the energy Dr. Laura brings to every stage. As an **organizational psychologist and trusted advisor** to North American organizations over the past 25 years, she helps leaders and teams navigate change, **build thriving cultures**, and lead with **empathy and impact**.

Her keynotes blend real-world experience with **powerful research-backed insights**, sparking the kind of meaningful conversations that continue long after the event ends.

Roots to Results: Growing a Culture Where People Stay & Thrive

Healthy cultures don't happen by accident - they're grown with intention.

In a world where stress is high, change is constant, and talent is harder to hold onto, the organizations that flourish are the ones that invest in and nurture their people.

In this energizing keynote, Dr. Laura shows how leaders at every level can become "culture gardeners," creating conditions where people feel valued, connected, and motivated to bring their best.

Through stories, research, and practical tools, you'll discover how to grow a resilient workplace culture where individuals - and the whole organization - can thrive.



Key Learning Outcomes

- **Uncover the keys to what makes people stay and thrive** (hint: it's not just paychecks or perks)
- **Apply the 3 Cs - Care, Curiosity, and Courage** - to create a culture rooted in humanity, not hierarchy
- **Learn how to reduce stress and boost energy at work**, so your people leave work feeling better, not drained
- **Walk away with practical, immediately usable strategies** to strengthen trust, engagement, and loyalty
- **Gain insights on how to attract and inspire younger generations**, while keeping your long-time team members motivated

Dr. Laura's Burnout Rx: Surviving the Inferno Without Losing Your Spark



Burnout isn't caused by a lack of grit - it's the result of constant pressure, unclear boundaries, and cultures that reward overwork. Skipped breaks, blurred work-life lines, and a fading sense of purpose create dry conditions where even well-meaning efforts to motivate people can spark exhaustion instead of energy.

Without noticing, teams can go from inspired to overloaded, and individuals can move from engaged to depleted.

In this keynote, Dr. Laura exposes the hidden workplace habits and systemic pressures that silently drive burnout and shows leaders how to reverse them. With a blend of research and real-world insight, she offers practical strategies to set healthy boundaries, redesign workflows, and build cultures that sustain energy rather than drain it.

Attendees will leave with clear tools to spot early warning signs, prevent overload, and create workplaces where people don't just get by - they truly thrive.

Key Learning Outcomes

- Understand burnout as a *systemic corporate climate issue*, not an individual weakness - and why it's intensifying despite record investments in well-being.
- Recognize early warning signs using the **Top 5 Signs for burnout**, tailored to your audience.
- Discover how over-recognition, toxic positivity, and cultural over-functioning can *accidentally* accelerate burnout in high-performing teams.
- Explore evidence-based interventions that go beyond "self-care," including creating a strategic wellbeing plan, and values-based boundary setting.

Prune or Perish: Uprooting Toxic Leadership to Grow a Thriving Culture



If you want a truly human-centered workplace, you can't ignore one of the most destructive threats to your culture: toxic bosses pretending to be leaders. Chances are, you've worked for - or around - one. Research shows 75% of employees have experienced a toxic workplace, and 57% have left a job because of a destructive leader.

Like rot hidden beneath the bark, toxic bosses often start invisible, but their influence spreads through the roots, weakening the whole tree. Morale suffers, psychological safety shrinks, and talent starts to wither.

In this bold, research-backed keynote, Dr. Laura teaches you how to spot toxic leadership before it's too late. She reveals the real warning signs - not just the obvious symptoms - and shows practical ways to start tough conversations, set boundaries, and prune the damage without taking down the whole tree. Attendees will leave equipped to protect their teams, restore a healthy culture, and grow workplaces where people and performance can truly flourish.

Key Learning Outcomes

- **Master Dr. Laura's top 5 early warning signs to spot toxic leadership** before it takes root, from the hiring stage through to the promotion process
- **Discover Dr. Laura's 8 real-world, research-backed toxic leader "personas"** and how they lurk in your organization - from the self-serving egomaniac to the gaslighter
- **Understand how toxic leadership quietly rewires your culture, erodes psychological safety, and drives costly turnover** - and more importantly, how to take immediate action right now to stop it
- **Receive a practical, high-impact playbook for addressing toxicity through the 3 Cs: care, curiosity, and courage** (including what to do, what to avoid altogether - and how to begin rebuilding trust)

Crack the Code: Lead & Keep Top Talent in a Hybrid/Remote World



Remote and hybrid work is here to stay - but leading in it? That's a whole new game. And the old rules?

They don't work anymore. In this bold, fast-paced keynote, a future-of-work trailblazer will share the real leadership strategies that build trust, loyalty, and unstoppable team engagement - no matter where your people are.

Whether you're struggling with productivity, retention, or just keeping your team connected, this session delivers the mindset shifts, proven strategies, and everyday leadership habits that drive results. Don't just adapt to hybrid/remote work. Lead it. Your team is counting on you.

Key Learning Outcomes

- **Lead with boldness** - Discover how courageous leadership builds connection, confidence, and clarity in remote and hybrid teams
- **Turn distance into a performance advantage** - Use proven leadership habits and tools to energize your team, drive accountability, and boost results - near or far
- **Build unshakable trust** - Learn practical strategies to strengthen trust, increase loyalty, and reduce turnover - regardless of where your people are located

Stay & Grow: Unlocking Purpose and Potential Through Career Conversations

Disengagement isn't about employees wanting to leave, but about them not seeing a future where they are working. In today's world, meaning at work matters more than promotions or performance reviews.

When people don't feel seen, supported, or invested in, they start to disengage long before they resign. Career conversations are the solution. Not 'check-ins' or 'evaluations', but real, human-centered, purpose-driven dialogues that reconnect people to their "why," illuminate pathways forward, and build trust in leaders who truly listen.



In this energizing, research-backed keynote, Dr. Laura shows how these conversations can shift culture from reactive to intentional, and from transactional to transformational, giving leaders and strategists a powerful tool to boost engagement, retention, and long-term growth.

Key Learning Outcomes

- **Understand the "stay levers" that keep people engaged** and why meaningful career conversations impact commitment and engagement
- **Learn the core elements of impactful, ongoing career conversations** - including timing, language, and how to avoid common missteps
- **Discover the four career development archetypes** - and how to tailor growth strategies to each type for long-term alignment
- **Walk away with a simple, scalable strategy to embed career conversations into your culture** - no matter your team size or structure

Bridging the Gap: Cultivating Gen Z's Growth in Today's Workforce



The modern workplace is a forest of generations, each with its own strengths, values, and growth patterns. As Gen Z expands in today's workforce, leaders face the challenge of planting seeds of connection, nurturing engagement, and pruning friction before it stunts team growth.

Coupled with rising mental health challenges and burnout, managers need strategies to cultivate a thriving environment where young talent, and the entire team, flourishes.

In this interactive keynote, you'll discover how to tend your team with intention: building bridges across generations, fostering collaboration, and creating conditions where commitment, well-being, and performance take root. Through stories, research, and actionable tools, you'll leave equipped to grow talent, reduce workplace tension, and harvest the full potential of your team.

Key Learning Outcomes

- **Understand what motivates Gen Z** - their priorities, values, and well-being needs in today's workplace.
- **Nurture collaboration across generations**, creating fertile ground for teamwork, trust, and innovation.
- **Prune friction before it takes root**, resolving conflict and building smoother, more cohesive teams.
- **Cultivate resilience and support mental health**, helping Gen Z and all team members to thrive under pressure.

Compassionate Leadership: The Courage to Care Through Turbulent Times

When deadlines tighten, emotions rise, and the weight of leadership feels heavy, many double down on grit - but it's compassion that sustains performance and trust. This powerful keynote reveals how leading with heart under heat is not just humane, it's strategic.

You'll discover how trauma-informed, compassion-driven leadership creates teams that stay calm, connected, and capable - even when everything around them feels uncertain.



Through real stories, brain science, and grounded strategies, you'll learn how to protect your own energy while empowering others to thrive. You'll leave with a practical toolkit you can apply and share immediately - tools that transform stress into strength and connection into performance.

Key Learning Outcomes

- **Recognize stress and burnout before they spread** and use proven techniques to reset calm and clarity in minutes.
- **Lead compassionate conversations with confidence and care**, strengthening trust, loyalty, and psychological safety.
- **Protect your own energy under pressure** through simple, repeatable practices that prevent compassion fatigue.
- **Build a culture of calm** through rituals and check-ins, boosting psychological safety and team motivation.

Dr. Laura Hambley Lovett

500+

Organizations Served

From Fortune 500 companies to growing startups

25

Years of Experience

Proven expertise in leadership and change management

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Professionals transformed through her keynotes

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Client Satisfaction

Consistently exceeding expectations



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Dr. Laura Hambley Lovett is an Organizational Psychologist, Keynote Speaker, International Bestselling Author of *I Wish I'd Quit Sooner*, and Podcast Host of the highly acclaimed podcast *Where Work Meets Life*. She is a thought leader on workplace psychology, the future of work and career development, with 25 years of experience. Dr. Laura is passionate about creating cultures that attract top talent and where people stay and thrive.

Dr. Laura has founded several psychology and consulting practices, including Canada Career Counselling in 2009, where psychologists help 1000s of Canadians navigate their career and workplace challenges, and support organizations to develop thriving leaders and cultures. She holds a Ph.D. in Industrial/Organizational Psychology from the University of Calgary, where she is currently an Adjunct Professor overseeing a program of research on toxic leadership in North America. Dr. Laura received a Canadian *Women of Inspiration Award* as a Global Influencer in 2018.



New Book

Her international bestselling book, *I Wish I'd Quit Sooner: Practical Strategies for Navigating a Toxic Boss*, is grounded in Dr. Laura's research and evidence-based findings.



Global Podcast

Since 2020 she has hosted *Where Work Meets Life*[™], a podcast exploring leadership, workplace culture, and the evolving relationship between people and work.



Media

Dr. Laura has been featured in leading media outlets, articles, television, radio, and podcasts, sharing her expertise on workplace culture, toxic leadership, and the future of work.