

JOHANNA LYMAN

Speaker | Consultant | Leadership Expert

ABOUT JOHANNA

Johanna Lyman is the Practice Leader for Culture and Inclusion at Kadabra, based in Silicon Valley. Johanna is an expert in conscious culture and leadership practices and is a life-long student of diversity, equity, and inclusion.

With over 30 years of total experience in strategic planning, business development, culture and inclusion, conscious capitalism and executive coaching, Johanna has worked with hundreds of individuals and organizations. Throughout her career, Johanna's outstanding ability to build trust and rapport with diverse audiences, and her uncanny ability to get to the root cause of complex issue, has facilitated breakthroughs and business results. As a speaker, her natural charisma captivates her audience and her audacious ideas challenge their assumptions about what is possible for us to achieve individually and collectively.

In her consulting work, Johanna has developed a unique body of work she calls BRAVE Cultures™. BRAVE Cultures are purpose-driven, wildly innovative, and fiercely inclusive. She has developed a revolutionary inclusion and belonging model that integrates body-mind-spirit and systems to implement BRAVE Cultures for this brave new world we inhabit.

Johanna has completed Certificates in Change Management, Lean/Agile (Green Belt), and Theory U (a change management model developed by Otto Schwärmer at MIT). She holds a Bachelors' Degree in Fashion Marketing from the University of Massachusetts at Amherst, summa cum laude, and is a former Certified Financial Planner™. She is the Board Chair for the Bay Area chapter of Conscious Capitalism and has been a proponent of the movement since its inception.

She has spoken at conferences such as the HR.com annual conference, HR West, Sustainatopia, ISC2 (internet security and compliance), and Chico State's This Way to Sustainability conference, and the WOW Conference for Women. She has also spoken at the International Council for Small Business Development, the Capital Club San Jose, the Natural Healers Network, the Awareness Network, Women For Change Coaching Community, Mastery for Women, Rhode Island SHRM, and at her own live events.

Johanna has been featured and quoted on Conscious Company Media, Thrive Global, The Good Men Project, Medium, and a number of radio shows and podcasts.



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“My clients loved Johanna’s talk on Emotional Intelligence. They rated her a 9.8/10.”

**–Glenn Perkins,
Renaissance Leaders Forum**



Kadabra

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SPEECH TOPICS

Future-Proof Your Company by Building BRAVE Cultures™

If you want your company to not only survive, but thrive post-crisis, you'll want to commit to building a BRAVE Culture. Purpose-driven, wildly innovative, and radically inclusive, BRAVE Culture are Conscious Capitalism at its best. In this highly interactive presentation, Johanna guides participants through the four pillars necessary for an organization to build a BRAVE Culture.

Participants will leave with:

- A roadmap to develop a purpose and vision statement for yourself and/or your organization.
- Practical tools you can use immediately to foster better communication.
- An actionable plan to create a sense of safety and belonging for everyone.
- A compelling business case for doing the deep work of building a BRAVE Culture inside your organization.

"I experienced Johanna Lyman as a presenter at a SHRM professional development meeting. (She is) extremely knowledgeable in the area of leadership and provided a training experience that is engaging and informative. I would recommend (her) to others."

**– Lynn Corwin
SVP, Director of Strategic Planning and
Organizational Effectiveness
United Way of RI**

"Johanna blends an energetic mix of practical, inspirational, and "fire under your feet to get into action" as a speaker as well as a coach. Any audience or client that wants to make an impactful shift in their work and life would benefit from Johanna's incredible work!"

**–Amit Raikar,
Leadership Coach**

Emotional Intelligence: Harnessing the Secret to Success

Emotional Intelligence, also known as EI, is considered the most essential "soft" skill for leaders to develop. Senior leaders throughout the U.S. believe that soft skills will be the biggest predictor of success in future leaders, and they lament the lack of proficiency they see in their pipelines. Especially in remote work environments, emotional intelligence is an essential skill for leading productive, inclusive teams. Whether you want to develop these skills for yourself, or you want to guide the leaders in your organization to be more emotionally intelligent, this highly interactive presentation will help.

Participants will:

- Learn about the four aspects of emotional intelligence.
- Receive specific tools and strategies they can use to build proficiency in each of the four aspects.
- Practice working on some of the tools and strategies with a partner.
- Walk away with an actionable plan to immediately begin to develop emotional intelligence.

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The Business Case for Conscious Capitalism

Conscious Capitalism isn't just a nice thing to do, it's really good for business. In this presentation, Johanna will share the studies and statistics that prove Conscious Capitalism is the wave of the future. With Millennials coming into \$1.4 Trillion of spending money in the next year, this demographic is a force to be reckoned with. They vote with their wallets, and they care about purpose, values, and sustainability. Companies that operate as conscious companies have significantly lower turnover, higher employee engagement, stronger revenue and EBITDA.

Participants will:

- Learn all the stats and data they need to convince their teams that conscious capitalism is the best strategic decision for long term growth.
- Understand the significance of the growing number of Millennials, Gen Z, and women as consumers and employees.
- Learn the basic framework necessary to build a conscious company.
- Identify the first (or next) steps they can take to make their company a more conscious business.

“I’m so glad we found Johanna (Lyman). Earlier this year, Johanna helped guide our team through a values-defining culture exercise that was very successful. Leading up to and during the event, I really appreciated her warm, authentic and engaging style, and the clarity she brought to the process. Afterwards, she impressed me with her follow-up and recommendations for putting into place practical, actionable steps that would help us better inculcate our values. More recently, Johanna has been very supportive during the current crisis, and the classes she’s taught on Emotional Intelligence and Mindfulness have been very helpful for our team as we learn to navigate our new reality. If you have the chance to work with Johanna, I recommend that you do it!”

**–Sharon Kittredje
VP People
Agora**