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Tania DeSa

WORKPLACE CONNECTION &
EMPOWERMENT
KEYNOTE SPEAKER

SPEAKER KIT

Tania
DESA

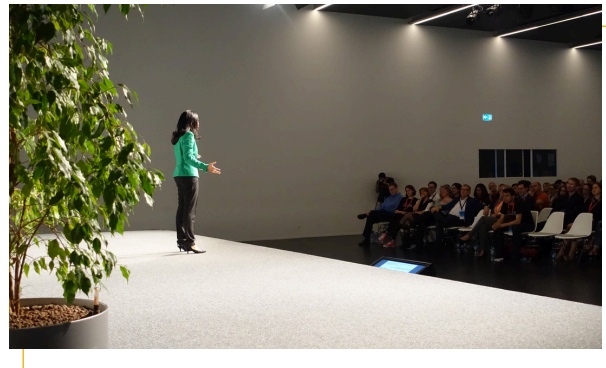
Meet Tania

WORKPLACE CONNECTION & EMPOWERMENT KEYNOTE SPEAKER

Tania DeSa is the CEO of Desa Global Leadership Inc., an international leadership training and inclusion consulting firm dedicated to solving the global employee disengagement challenge. A lack that leads to stagnant growth, low innovation, and high turnover - especially among women and people of color.

Tania understands this struggle firsthand. Often the youngest, only woman, and only person of color in management meetings, she experienced the loneliness and challenge of not feeling seen or heard. Now, armed with an MBA, TEDx talk, and experience across 87+ countries working with global companies like Google, American Express, Cigna, Samsung, Capital One and Yale, Tania is an expert in helping leaders activate their unique strengths and building inclusive, thriving teams who own their difference.

Tania's high-energy, interactive presentations focus on practical strategies that help organizations boost retention and advancement of top talent. She customizes each experience to empower your leaders to build inclusive teams where employees feel seen, heard, and valued - transforming cultures from disconnected to deeply engaged and innovative. With her relatable storytelling and actionable frameworks, Tania helps leaders create workplace cultures that people love to rave about.



Please find her speaker intro here.

98%

of participants **committed to take action** on the learnings

98%

of participants **would recommend** our keynotes to a peer/team



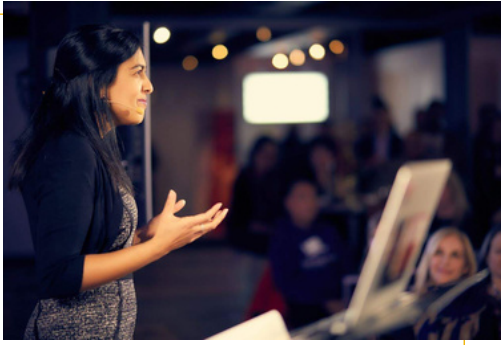
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KEYNOTES

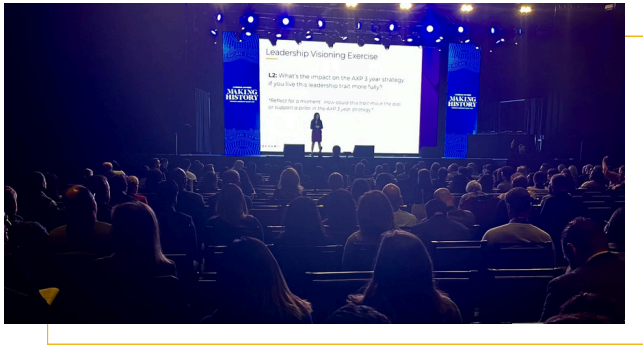


MOST IN-DEMAND KEYNOTES:

- ✓ Own Your Difference
- ✓ Meet The Moment: Creating Cultures of Trust, Action & Accountability
- ✓ Break Silos, Build Bonds: Building a Culture of Belonging

VIRTUAL OR IN-PERSON KEYNOTES, IDEAL FOR:

- ✓ Company Wide Townhall Meetings
- ✓ Leadership Retreats
- ✓ Team Offsites
- ✓ International Women's Day Programs
- ✓ ERG Events
- ✓ Conferences



CLIENTS INCLUDE:

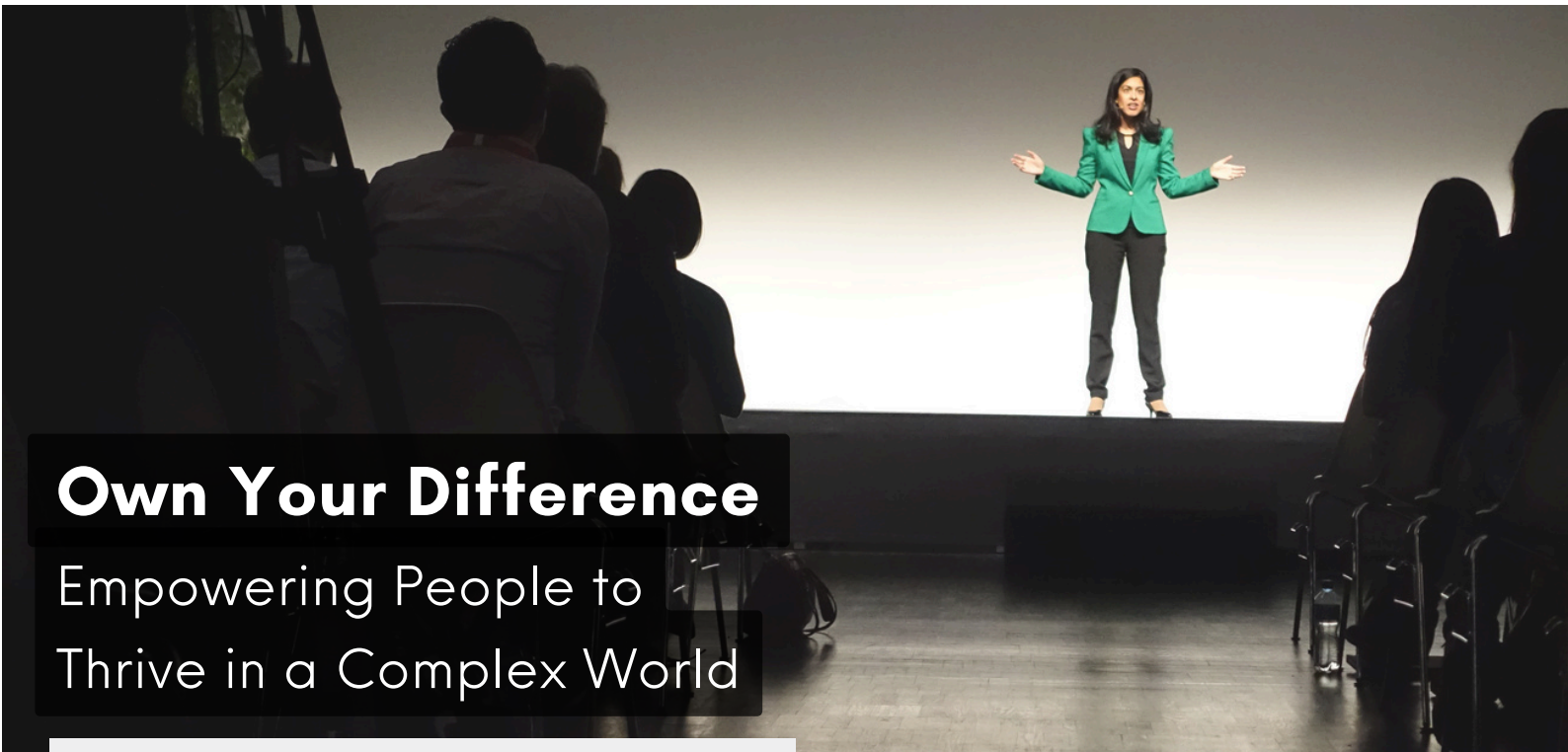


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Own Your Difference

Empowering People to Thrive in a Complex World

Description

In a volatile market, teams are juggling competing priorities, employees are battling “survivor guilt” and employee engagement is at an all time low. The mood of sadness and defeat is growing in organizations and it’s resulting in a lack of innovation, declining competitiveness and career stagnation. It’s time to pivot.

In this energizing keynote, discover the step-by-step strategies to unleash human potential and help your teams leverage their talents, strategically connect and cut through the noise to own their value more everyday at work.

Walk away feeling inspired, empowered and equipped with the tools to change the way you lead starting today.

Key Learnings:

- Discover how to link your unique value to the organizational mission in order to elevate your voice, visibility and influence
- Identify how self-doubt and workplace myths are limiting your career growth and collective team impact
- Learn how to build advocates and elevate trust, collaboration and alignment across silos, teams and geographies
- Explore everyday ways to own and strengthen your leadership brand without feeling the pressure to be everything to everyone



Meet The Moment: Creating Cultures of Trust, Action & Accountability

Description

Employees are struggling with a profound sense of disconnection. And it's taking a heavy toll: burnout is accelerating, innovation is stalling, collaboration is breaking down. Leaders have a pivotal role to play.

The challenge is clear: without empowering connection, personal ownership and belonging, organizations risk losing their competitive edge. Gallup found that 70 % of the variance in team engagement can be attributed to the team's manager, yet how often do we equip our leaders with the tools to create thriving, happier and more productive teams?

It's time to set leaders up for success. Gain practical tools to build a culture of trust and innovation and as a people leader, drive transformation in an empowering way. Walk away feeling ignited, inspired and ready to spark happier, deeply connected teams around you.

Key Learnings:

- Leverage active listening as a trust building tool & way to inspire vision and purpose - especially executing on organizational transformation & strategy
- Communicate transparency & alignment to help participants feel part of something bigger and process real-time information in a complex & technological world
- Learn how to co-create a space of psychological safety in any team environment
- Discover everyday ways to showcase your Leadership Presence to increase buy-in, empathy and personal accountability across teams and geographies

Break Silos, Build Bonds: Building a Culture of Belonging

Elevating Engagement to Unlock Team Collaboration & Momentum

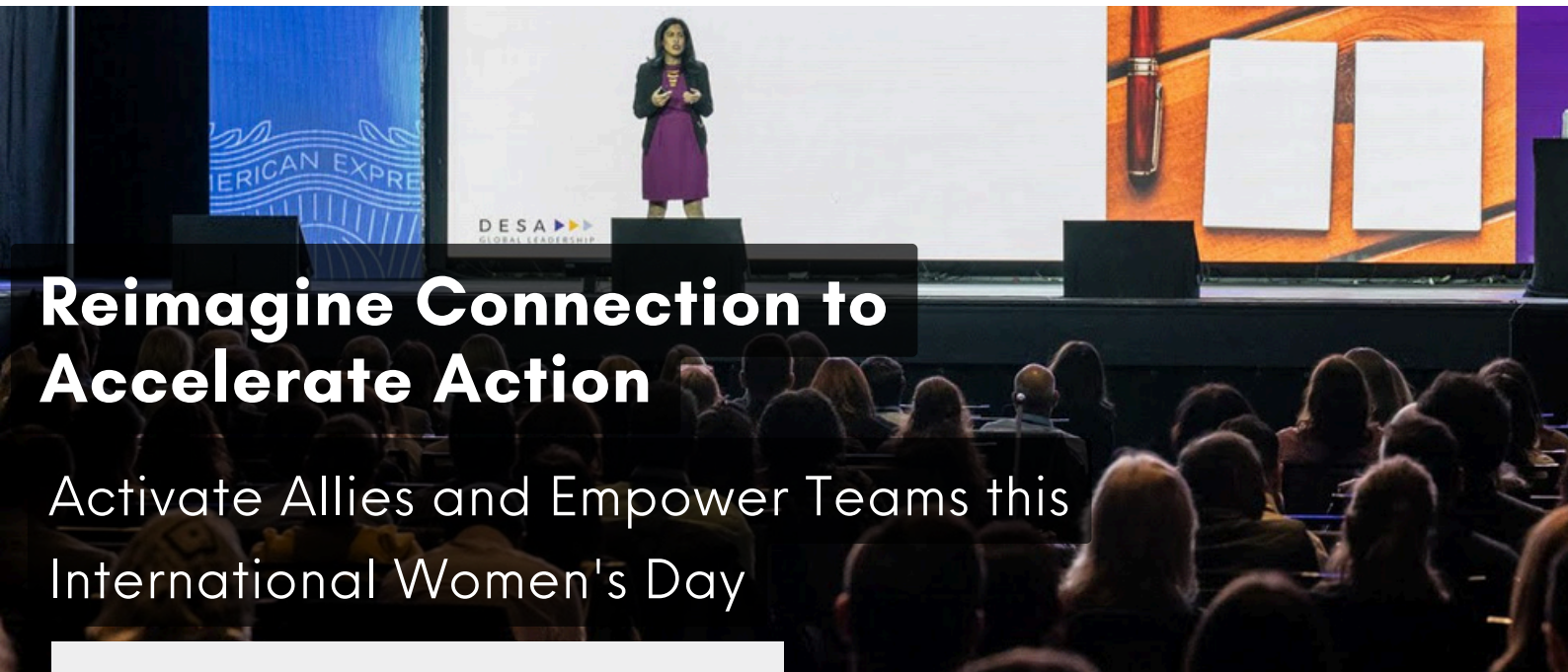
Description

In an increasingly technologically complex work, 43% employees don't feel connected to their coworkers, 38% don't trust their coworkers and 22% say they don't have one friend at work. Disconnected teams, lack of belonging and siloed thinking are leading to disengagement, low retention, and an increasing sense of loneliness at work.

In this keynote, Tania unveils how to break free from these barriers by building connection, belief and alignment in everything from team meetings to client pitches. She shares the latest data and step by step tools, so that you will walk away ready to amplify your voice and create the sense of community and connection that drives innovation and engagement.

Key Learnings:

- Explore strategies to build courageous cultures where employees bring all of who they are into work everyday
- Discover ways to articulate an inspiring organizational mission, gain buy-in and instill emotional commitment in order to drive momentum
- Learn how to create everyday opportunities for connection, innovation and ideation in any team environment
- Co-create new definitions for creating brave spaces of trust and respect in your organization- across business units and geographies



Reimagine Connection to Accelerate Action

Activate Allies and Empower Teams this International Women's Day

Description

In the age of AI and hybrid work environments, an astounding 43% of employees say they feel disconnected from their colleagues at work.

Disconnection leads to no diversity of thought, an epidemic of loneliness and collaboration breaking down – and it's felt more strongly by women lately.

When we reimagine our roles, policies and our advocates, we can harness the power of the collective to rebuild connection and empower others to take action.

This IWD, lets engage everyone to discover the role you play in empowering connection, harnessing the power of women and elevating equity a little more everyday at work.

Key Learnings:

- Explore the latest data to increase a sense of connection and empathy for women in the workplace in order to accelerate actions
- Learn how to activate Allies and reimagine roles and responsibilities across silos, teams and geographies in order to feel more freedom and joy everyday
- Explore everyday ways to own and strengthen your leadership brand without feeling the pressure to be everything to everyone
- Discover practical ways to accelerate action around gender equity, inclusion and belonging in order to sustain momentum throughout the year



R.I.P Imposter Syndrome

Overcoming Imposter Syndrome to Unleash Your Impact & Happiness at Work

Description

The World Economic Forum estimates it will take 134 years (more than 5 generations!) to reach gender parity. So, how can we close this gap sooner to experience more innovation, diversity of thought and a sense of belonging quicker in our own workplaces?

Let's aim to destroy one of the biggest limiting factors for women and people of color - Imposter Syndrome. This keynote is a motivating, practical conversation about recognizing, managing and overcoming imposter syndrome.

Together, we'll explore why 82% of us (especially high achievers) struggle with feeling like an imposter, how to shift the narrative and actionable tools to silence that inner critic.

Key Learnings:

- Learn how Imposter Syndrome is deeply impacting your team culture, performance and discover early warning signs and common triggers
- Bust through myths that may be holding you back from talent retention, progression and team impact since 78% of business leaders encounter Imposter Syndrome and 59% consider leaving their role as a result
- Discover practical strategies to build a culture of sponsorship, allyship and self advocacy to immediately boost happiness and productivity in your team
- Explore ways to own your worth, articulate your vision and build champions in an authentic, time saving and sustainable way

Tania in Action



TedX Talk:
How to Save Your Life in 60 seconds

[WATCH VIDEO](#)



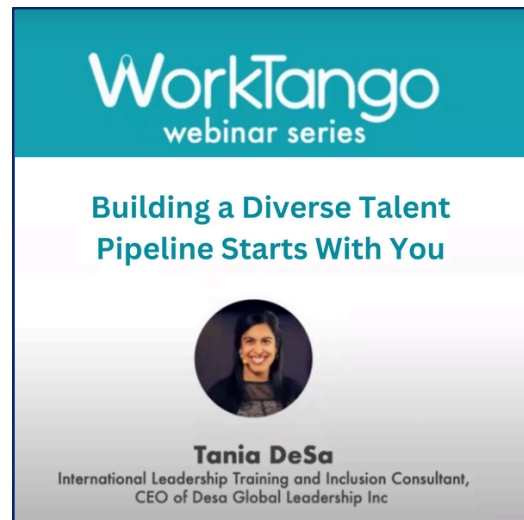
Talk Boutique Salon:
Diversity ... or Empathy?

[WATCH VIDEO](#)



DisruptHR Appearance:
Mentors are Overrated

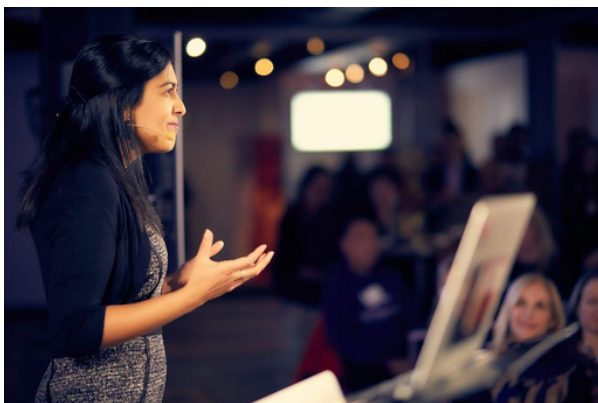
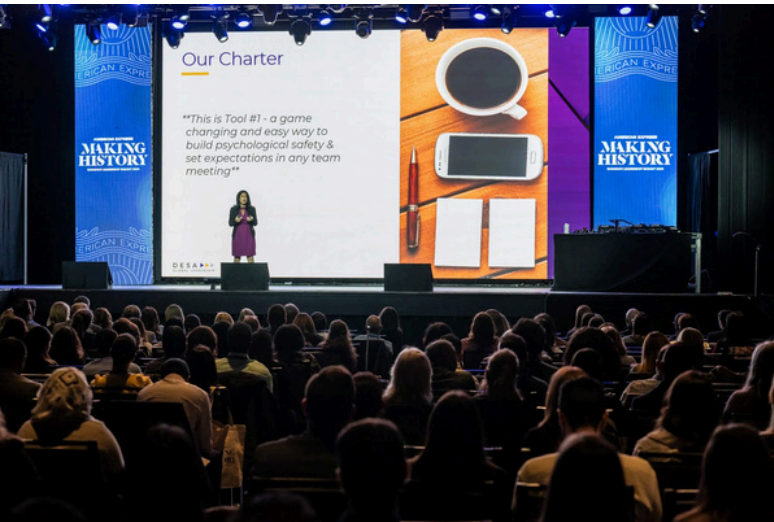
[WATCH VIDEO](#)



WorkTango: Building a Diverse Talent Pipeline Starts with You

[WATCH VIDEO](#)

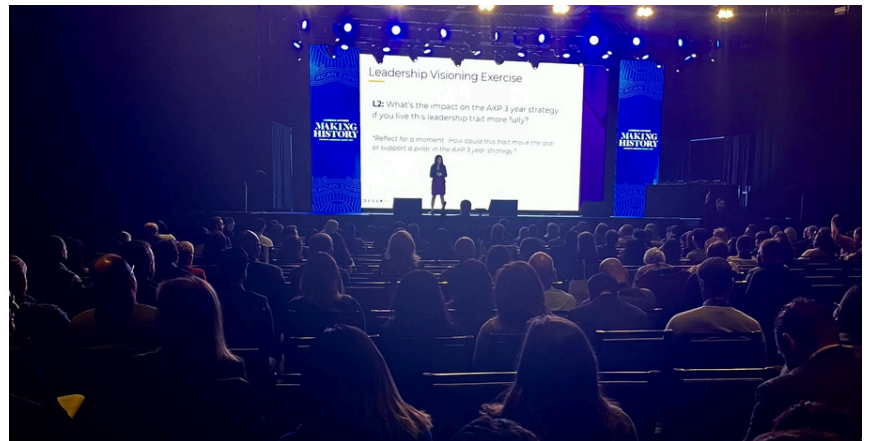
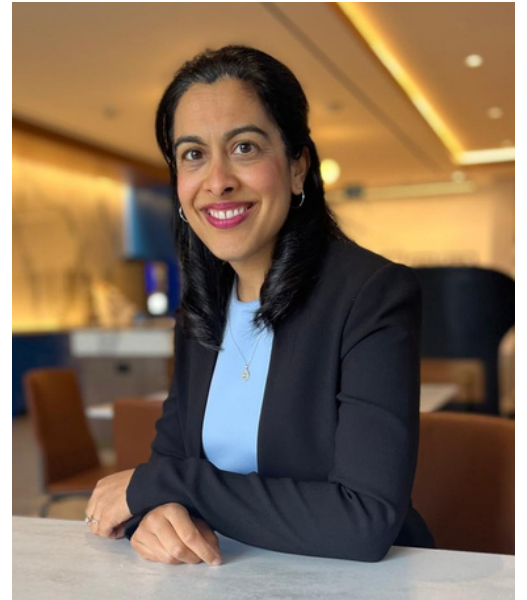
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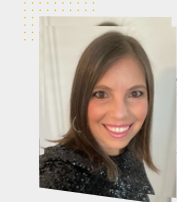
What Attendees are Saying



I am so glad to have met Tania DeSa at the Global Seoul Sisters Samsung WISE Conference this week. **Tania's keynote was amazing and I am inspired to make an impact.** I feel empowered to showcase my talents and make my voice heard. The energy she created in the room was unique - it is not everyday that you feel appreciated and valued. Thank you Tania for making a difference for us at Samsung!

Reena Joseph

Senior Project Manager



Thanks for a wonderful keynote presentation at our Google Summit. It is always great to feel your presence, your power and your impact. **You motivated the team to own our diversity stories as strengths and a lot of what you said has really resonated with the group.** As a URM leader, I was motivated to think about how to make the change I want to see in my own life and career.

Soledad Alborno

Senior Product Manager



I always leave Tania's sessions with tremendous insight into how to influence, lead, share stories and strengthen connection. **I consider her a valuable part of my personal BOD as she creates the psychological safety for people to grow, challenge and champion one another.** Not only did I gain personal value from Tania, but I also engaged her firm to customize a development day for my team. I'm noticing a difference in how they show up, influence and engage with stakeholders.

I'd recommend her to any executive seeking to up-level their team's communication skills, she has a unique way of inspiring technical leaders to up-level their voice and visibility.

Lakecia Gunter

VP Programmable Solutions





I was so happy that we could bring Tania to American Express. Her session was a highly interactive and engaging session for our leaders in Canada. The simple pre-work helped her customize the content for our specific group, and the evaluation results from the session definitely demonstrate that this event delivered a positive ROI. ***I look forward to future work with Tania and would recommend her to any organization, big or small.***

Jennifer Heynen

Vice President, Talent



I participated in the WIN Conference in Munich and I really enjoyed having Tania as a speaker! She was very inspirational! ***She truly helped me understand how important it is to trust in myself and to look at things with a different perspective.*** She is also a very welcoming and charismatic person, which made her keynote a very pleasant experience!

Tatiana Grossi

Global Training Specialist



Thank you for a great International Women's Day presentation, Tania! ***Participants left feeling empowered, motivated and inspired.*** The data used throughout really brought home some strategies we can all implement to do our part to #BreakTheBias. It was so easy to work together on the company-wide event and I appreciate your energy and enthusiasm throughout.

Marne Braddock

Inclusion & Diversity Manager



Thanks for a terrific leadership session with our team last week. ***I appreciate that you tailored content to suit our culture, vision and goals.*** We have received very positive feedback about the session and how you reframed aspects of leadership for the group. Amazing session!!

Gillian Noble

VP & Chief Operating Officer





The best & most valuable training I have ever attended on leadership. I found the content to be engaging, pragmatic. **Thanks for inspiring us to own our voice, visibility and to take action!**

Corrine McKeever
Vice President Clinical Operations



Within one week of Tania's leadership training, I can still hear her voice and I am putting learnings into immediate action. I have more tools in my tool box and I'm motivated to continually invest in networks. **Already as a peer group, we are sharing best practices, key learnings and supporting each others' growth.**

Archana Nehru
Global Head of Data Science and Machine Learning



We brought Tania and the feedback was excellent - attendees walked away feeling energized, motivated and empowered to take control over their careers and personal brands. **She met with us to learn about the team, tailored content and even provided pre-work to engage participants.** She also created space for participants to share best practices which deepened our sense of community. I appreciated that she followed up with ideas of how to keep momentum going in our office post-workshop. I'd recommend Tania for corporate teams and leadership development.

Katherine Hayward
Vice President Customer Experience, International Banking



Tania enthusiastically kicked off our Career & Culture week at IPG Mediabrands. **I found her session on mentorship valuable as it was interactive, advice oriented and I picked up some great networking tips.** Tania is an excellent speaker and motivated me to take more action.

Boris Cho
Director, Growth



Audio / Video Requirements

Computer & Projections

Tania will bring her PowerPoint presentation to the event on a USB thumb drive and as a backup, she will bring her MacBook Air laptop with a USB-C input. Tania's presentation is in 16:9 display ratio. Client must have an updated version of PowerPoint to ensure proper formatting. Client must provide computer system, large screen or projector, professional audio system, and a wireless slide clicker.

Computer Location

Tania does not need the computer on stage with her.

Microphone & Audio

Tania requires a wireless lavalier mic. If there is no wireless mic available, please provide a hand-held mic (wireless lavalier mic is strongly preferred to ensure quality sound and ease of interactivity).

AV Check / Soundtesting

Tania requires an A/V check at least 30-60 minutes before taking the stage.

Confidence Monitors & Timer

Tania strongly prefers at least one confidence monitor with the current slide projecting. If possible, a timer with remaining presentation time or clock within stage view.

Internet Access

Tania requires internet access for her and the attendees for the interactive parts of the session.

Clear Stage

Tania prefers there to be no large objects or podium on stage, so she can walk around freely during the presentation. If a podium needs to be on stage, please place stage left or stage right so she can walk around freely on stage if possible.



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DESA

Ready to Transform Your Next Event?

Let's make your audience feel inspired, empowered, and ready to take action. By booking Tania, you're bringing a dynamic voice to the stage who will inspire your audience to own their difference.

Whether it's a keynote, workshop, or panel, Tania will customize an unforgettable experience that connects with your audience on a deeper level. To learn more, visit taniadesa.com or contact with Tania DeSa at tania@taniadesa.com.

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