

Pebble Leadership:

Sustaining Human Connection in the Age of Automation



Description

In an era where technology moves faster than trust, leaders must learn to connect at the speed of change. Hybrid work, organizational transformation, and the rise of AI have redefined what it means to lead – yet the teams that thrive aren't the ones with the best tech, but the ones with the deepest trust.

In this research-backed keynote, **Tania DeSa** introduces the **Pebble Leadership™**

Framework – a practical roadmap of micro-actions that build trust, sponsorship, belonging, growth, and appreciation. Each “pebble” is a simple, replicable behaviour that strengthens culture, boosts collaboration, and helps leaders translate strategy into inspired action.

Tania helps audiences rethink leadership in an AI-powered world – where every message, meeting, and micro-moment can either strengthen or erode trust.

Key Learnings:

- **Lead through change with confidence and empathy** – using micro-actions that anchor stability, clarity, and connection during transformation.
- **Increase cross-functional collaboration and influence** by applying the five Pebbles to strengthen alignment across teams, silos, and geographies.
- **Evangelize new vision and strategy** with storytelling, appreciation, and trust-building techniques that inspire buy-in and accelerate adoption.
- **Foster resilience and psychological safety** so teams can adapt quickly, experiment boldly, and recover from setbacks stronger than before.
- **Translate values into daily behaviours** that reinforce accountability, belonging, and a sense of shared purpose across the organization.

Ideal For: Leadership and culture summits • AI + Humanity programs • Town halls • People Leader forums • Transformation and change initiatives