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Tania DeSa

WORKPLACE PERFORMANCE &
EMPOWERMENT
KEYNOTE SPEAKER

SPEAKER KIT

Tania
DESA

Tania DeSa

WORKPLACE PERFORMANCE & EMPOWERMENT KEYNOTE SPEAKER

Organizations are under pressure to increase engagement, accelerate AI adoption, and deliver results faster with fewer resources and greater complexity. Leaders already know trust, collaboration, and ownership matter. The gap is turning that knowledge into repeatable behaviours that show up in meetings, decisions, and cross-functional work every single day.

Tania DeSa is the CEO of Desa Global Leadership, a global leadership training firm with facilitators across five continents. With an MBA, TEDx talk, and experience across 87+ countries, she has partnered with Fortune 500 organizations including Google, American Express, Cigna, and Walmart to build leadership capability at scale. Tania helps leaders activate unique strengths and build high-performing teams that own their difference.

The result: managers who deliver, teams that stay, and organizations where every employee feels seen, heard, and valued.

Tania's high-energy, interactive presentations blend storytelling with practical tools leaders can apply immediately. Each session is tailored to the organization's strategy, culture, and goals, ensuring relevance at every level. Through this work, she helps organizations create workplace cultures that people love to rave about.

Please find her speaker intro [here](#).



92%

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

94%

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

KEYNOTES

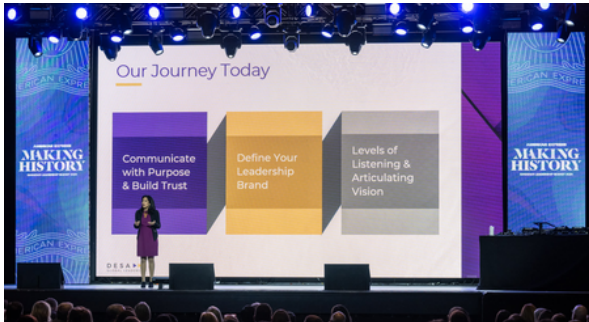


MOST IN-DEMAND KEYNOTES:

- ✓ Own Your Difference
- ✓ Pebble Leadership
- ✓ The Trust Advantage
- ✓ Break Silos, Build Bonds
- ✓ Scaling the Ownership Mindset

VIRTUAL OR IN-PERSON KEYNOTES, IDEAL FOR:

- ✓ Company Wide Townhalls
- ✓ Leadership Retreats
- ✓ Team Offsites
- ✓ Womens Advancement Programs
- ✓ ERG Events
- ✓ Conferences & Summits



CLIENTS INCLUDE:



Royal Bank



Meet the Moment:

Creating Cultures of Trust, Action & Accountability

Description

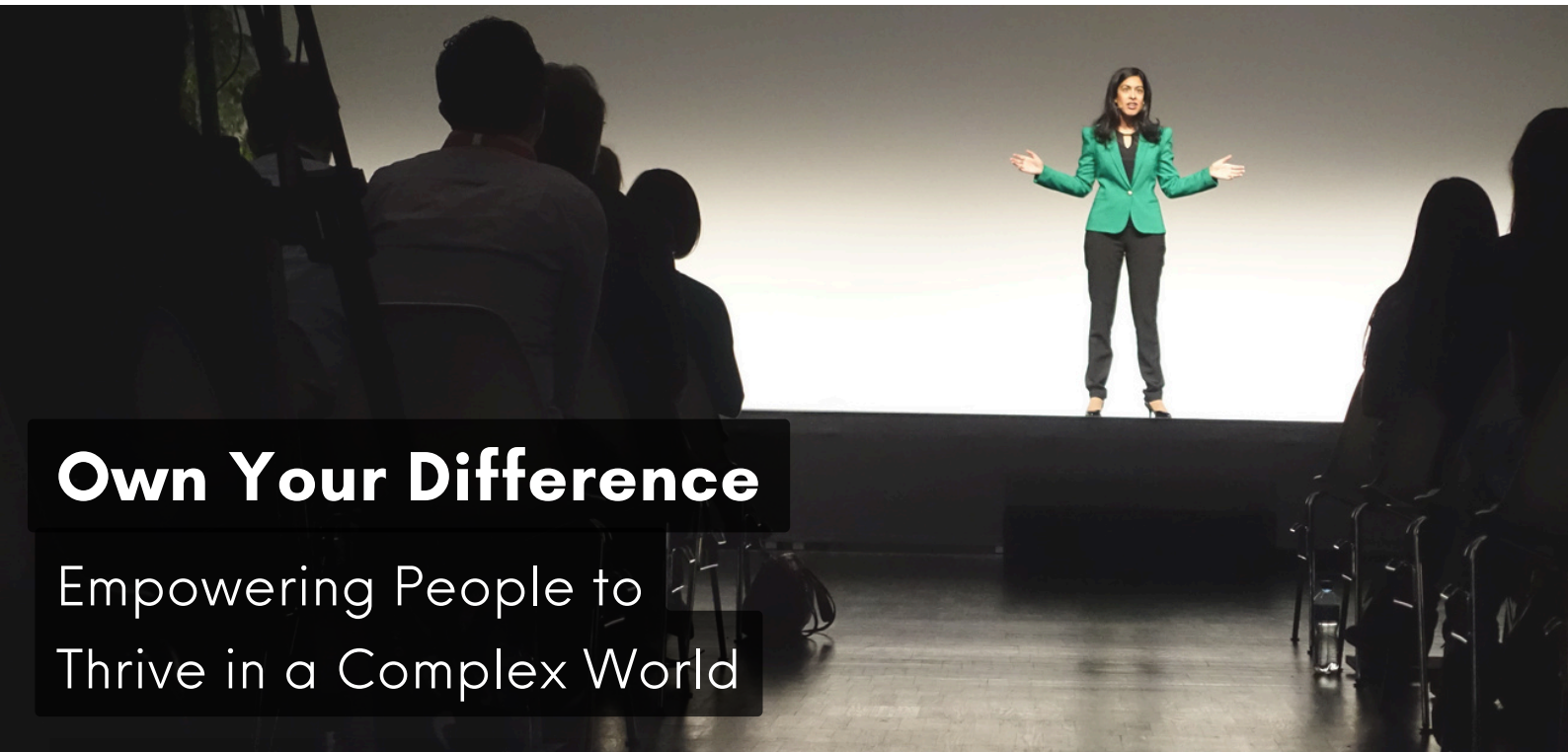
Employees are struggling with a profound sense of disconnection. And it's taking a heavy toll: burnout is accelerating, innovation is stalling, collaboration is breaking down. Leaders have a pivotal role to play.

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. As a people leader, drive transformation in an empowering way. Walk away feeling ignited, inspired and ready to spark happier, deeply connected teams.

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



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

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, connection, ownership, and growth. 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 four 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



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



Scaling the Ownership Mindset

Solving problems early, accelerating execution, and building cross-team trust.

Description

Performance breaks down when people feel disconnected from the mission, unsure it's safe to speak up, and stuck in blame, silence, or quick escalation—causing stalled decisions, drifting priorities, bottlenecks, and eroded trust.

In this keynote, Tania equips leaders and employees with a future-focused ownership mindset that makes accountability a consistent way of operating. Using the Purpose → Permission → Pursue framework, participants connect daily work to strategy and targets, build a candid “code we live by,” and take intentional peer-driven action to solve issues before they escalate—supported by stories, myth-busting, and practical tools.

Key Learnings:

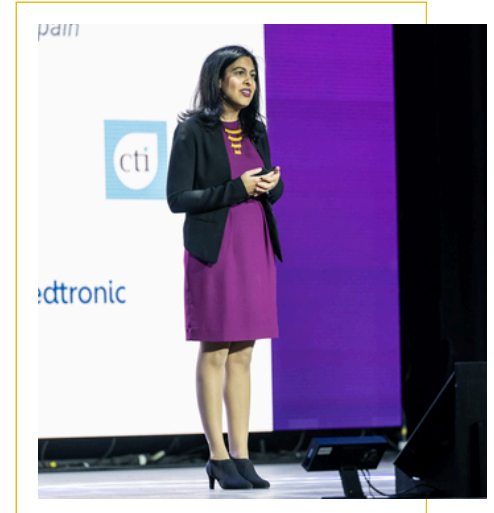
- **Feel more clarity on the day-to-day** by linking work to the bigger mission—so priorities make sense and execution feels purposeful
- **Shift from friction to forward motion** by focusing conversations on outcomes—reducing rework, delays, and cross-team tension
- **Strengthen psychological safety and candid voice** so people raise risks early, add unique POVs, and protect the client and the mission
- **Solve challenges peer-to-peer**, building stronger cross-team relationships while reducing unnecessary escalation & bottlenecks
- **Apply ready-to-use exercises, language and templates** that reinforce ownership, close loops, and sustain momentum long after the keynote.



MORE THAN A KEYNOTE

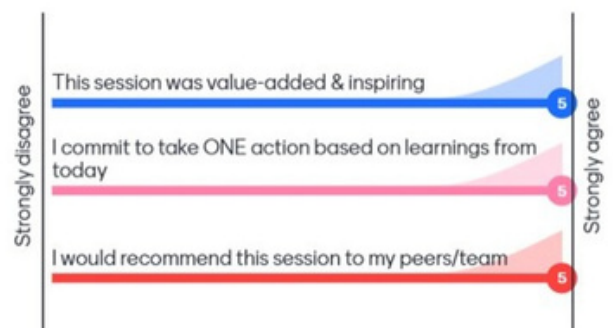
OUR TRAINING INCLUDES:

- **Connecting the Content:** A pre-training client call to dive into your vision, objectives and understand the audience's needs.
- **Customization:** Tailoring the content to connect to strategy and culture, ensuring messages are relevant and resonate with your teams.
- **An Interactive Experience:** Integration of audience participation tools and elements to boost connection, energy and active learning in the room.
- **Dynamic Delivery:** A session packed with energy, authenticity and practical tools to keep everyone equipped and captivated.



- **Measuring Success:**

- Post-training, you'll receive an Return on Investment report that captures impact
- Post-training debrief call to discuss insights, observed trends and feedback.



100% of participants from a \$60B telecommunications company would recommend Tania's keynote to a peer

- **Action & Accountability:** Attendees get a follow-up email with summary of learnings, tools and resources to sustain momentum and support implementation of learnings post event.

Tania in Action



TedX Talk:
How to Save Your Life in 60 seconds

[WATCH VIDEO](#) 



Talk Boutique Salon:
Diversity ... or Empathy?

[WATCH VIDEO](#) 

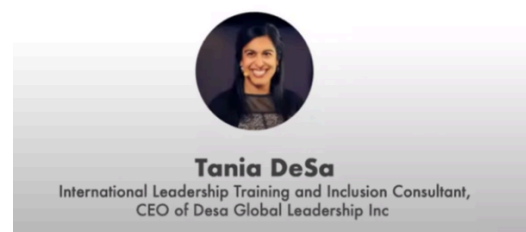


DisruptHR Appearance:
Connection is Career Fuel

[WATCH VIDEO](#) 



**Building a Diverse Talent
Pipeline Starts With You**



**WorkTango: Building a Diverse Talent
Pipeline Starts with You**

[WATCH VIDEO](#) 

Media Images



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



Tania, thank you! **Your ability to understand our business context and translate it into practical leadership messages stood out.** I appreciated your collaborative approach and willingness to tailor the session to our culture and strategy. Our leaders are already applying the Ownership Mindset tools and framework!

Rohit Thomas
President & CEO, BMO Insurance



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



**AMERICAN
EXPRESS**

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
Director, Talent Acquisition



intel

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



Google

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.

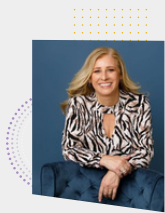
Soledad Alborno
Senior Product Manager



Walmart

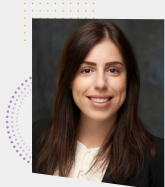
I want to give a massive shoutout and thank you to Tania for all the actionable insights she delivered on managing through change. It's a critical aspect of how we accelerate our business, and **she provided incredibly practical tools that our team can take away and put into action right now.**

Meaghan Brophy
Head of Sales, Walmart Connect



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



Tania, that was an unbelievable keynote. Truly one of the best I've heard. I felt so motivated and empowered after, and heard same feedback from many of my colleagues. Beyond the keynote itself, I really appreciated how easy you were to partner with. **You took the time to understand our corporate culture, business strategy, and the needs of our audience, then customized the experience in a way that felt relevant, energizing, and immediately actionable.**

Vanessa Alexopoulos
Head, Client Insights Strategy, BMO Private Wealth



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