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Michelle Ray

Leadership, Management, Change, Workplace Culture and Influence Expert

“Learning how to manage ourselves around situations and events that are outside of our control is not as complex as you may think, although the process often necessitates a shift in perspective, readiness to let go of the old and willingness to embrace the new.” – Michelle Ray



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Language Spoken

English

Travel's From

Vancouver, British Columbia

Speaker Biography:

According to a recent Gallop survey, only thirteen percent of employees are actively engaged and satisfied in their chosen vocation. High levels of disenchantment and frustration impact productivity and performance, as many seek a greater connection to their work and life purpose. For more than twenty years, Michelle Ray has helped thousands of audiences as well as organizations of every description to take the lead, get out of their comfort zones and develop the willingness to risk. Delivering her powerful message on self-leadership with insight, humour, and passion, Michelle's engaging, interactive, presentations resonate with a diverse clientele who are seeking to inspire their teams and take personal responsibility for creating their own reality at work, in business and in life.

Michelle began her career in the media industry with one of Australia's leading broadcasting networks. She worked her way up the management ladder and was responsible for the sales revenues of 25 radio and television affiliate stations, and was subsequently hired by one of the world's largest cinema advertising contractors to lead the company's sales team and was also responsible for successfully generating record-breaking revenues during a severely depressed economic climate.

In addition to her corporate background, Michelle Ray broadened her leadership experience during her tenure as a program director with Junior Achievement, an internationally renowned non-profit organization committed to educating future generations about business. She secured financial commitments and volunteer support from an array of corporations, facilitating enduring partnerships between youth, entrepreneurs and educators.

Michelle Ray has delivered her powerful messages on leadership, accountability and engaged workplaces to the "C-Suites" of global corporations, academia, diverse associations, government groups, as well as front-line staff. Her client list includes notable brands such as Proctor and Gamble, Blue Cross Blue Shield, Shell, Xerox, PayPal, Qantas Airways, Price Waterhouse Coopers, Playboy Enterprises and the Federal Bureau of Investigation. Having addressed thousands of audiences across five continents, Michelle's combination of wit, masterful humor, practical content and an engaging, interactive style resonates with a diverse clientele seeking to inspire, educate and captivate the imagination of their leaders and teams.

Michelle Ray is the author of *Lead Yourself First! Indispensable Lessons in Business and in Life*. She has appeared as a guest on numerous news and current affairs programs including CBC Radio, CTV, Global TV and was featured in esteemed publications such as *Investor's Business Daily*, *The National Post*, *Huffington Post*, *BC Business* and *Inc Magazine*. Michelle Ray is a regular contributor for *The Globe and Mail's* Leadership Lab Column.

Topic Presentations

Leadership: It Starts With Me: Harness the Power of Personal Leadership

We've often heard the adage "everyone can be a leader", but what does this mean? More importantly, how is this relevant to your organization and your people? The most practical answer is to think of leadership in terms of character, not position or title. A leader is someone at any level who has grasped the ability to take charge of their thoughts, and consequently their actions, in any situation.

We are often tested to be the best version of ourselves, regardless of our job function. Our attitudes directly impact the workplace atmosphere and the quality of our business relationships. We should never underestimate our personal power and ability to control our reality.

Learning Takeaways:

- How to tap into your own innovative potential
- How to demonstrate unwavering confidence in your interactions with clients, managers and co-workers
- How to take the initiative and lead yourself first

Delivering her message with insight, wit and humor, Michelle's energizing, informative and dynamic keynote presentation, will remind audiences of the power of personal leadership. They will learn strategies they can use long after the event ends to take the lead, embrace any challenge and create their own outcomes.

The benefits of this presentation are:

- Build a leadership blueprint to use in business and in life
- Realize the incredible leverage of modeling a "do-what it takes" attitude
- Realign your core personal values to those of your workplace
- Decrease stress and negativity for greater productivity and positive outcomes
- Tap into your innovative potential to bring out the best in yourself

No More Drama: Ditch the Dysfunction and Engage Your Workplace

The existence of people challenges has multiple consequences for your bottom line. Many individuals are working longer hours, spending more time with managers, co-workers, and computers than their own families. Stress levels have accelerated as organizations of every description feel the pressure of delivering results for their clients and shareholders in less time, with fewer resources. Teams are expected to be efficient, engaged and happy.

The demands of today's workplace often take a toll on the most important resource of all...your people. Under these conditions, it is not uncommon for drama and chaos to reign. Is your business equipped to deal with personality clashes, emotional explosions, "my way or the highway" mindsets, and other theatrics that undermine productivity and success? Are you ready to manage the high cost of low morale?

Delivered with passion and insight, this exciting, fun keynote offers practical solutions to the most common workplace problems...helping your audience to put a stop to the drama...once and for all.

Sample of learning benefits for your audience:

- Learn the difference between people who have problems and people who are problems
- Practice objectivity and put the "small stuff" into perspective
- Detach from the dysfunction and drama to be a better "you"
- Take a stand in the face of "the blame game" and other theatrics
- Evict the colleagues, managers and others who are living "rent-free" in your head

Retain the Best - Confront the Rest: How to Shake up Your Organization in the War for Talent

The notion of holding one job for life does not hold any appeal for the new generation of talent. Those days are gone forever and unless organizations are willing to invest in them emotionally and financially, this savvy group will seize opportunity and leave you scrambling to replace them. They won't accept complacency in their leaders or teams, and neither should you. In order to retain them, organizations and leaders need to focus on creating an outstanding culture that fosters high engagement, high morale and a happier atmosphere.

In addition to managing the increasing numbers of retiring baby boomers, building a culture that draws in new talent and fosters engagement for all team members, regardless of age or culture, is a key priority. Leaders need to ask themselves:

“What is it that people want when they come to our organization? What is appealing about our industry that would attract them to our organization?”

If you are able to answer these questions, then the process of attracting and retaining new talent becomes easier.

As leaders, we also must recognize that our own leadership style impacts employee motivation and talent retention. Leaders at all levels can profoundly impact an individual's decision to stay or leave. Are you doing your best to communicate, connect and demonstrate genuine interest in your team members?

In this content rich keynote presentation, you will discover the key components for building a dynamic environment where people can thrive and enjoy their work. You will recognize that the intangible (non-financial) motivators often have a major influence on a prospective, or current employee's perception of your organization. Are you ready?

Sample of learning benefits for your audience:

- Learn the four influencing factors that are critical to talent retention
- Recognize the myths and truths behind a high performing workplace culture
- Discover the “push” and “pull” factors regarding employees' decisions to stay or leave
- Create a work environment that fosters talent retention through higher engagement levels
- Educate managers and leaders in accountability being a two-way street
- Understand the difference between tangible and intangible workplace motivators in the overall engagement equation

Elevate Your Influence: How to Increase Your Leverage, Strengthen Your Impact and Energize Your Business Relationships

There has never been a better time for leaders and managers in all industry sectors to elevate their influence. A higher percentage of senior leaders and CEOs now recognize the importance of including leadership perspectives from a variety of departments regarding overall business strategy. By increasing your visibility and impact, your career flourishes and your organization benefits by having your ideas heard, understood and acted upon.

How can you leverage your position of strength and captivate attention and imagination of individuals with whom you have key relationships? The solution lies in demonstrating that you understand their positions, their perspectives and their interests, prior to introducing your own suggestions. By acknowledging others first, you are ideally positioned to make the difference; for yourself and your organization.

When others connect with your ideas, you have achieved “buy-in”. It is much easier to put your own agenda forward by listening to others first. Synchronicity is achieved by acknowledging others, even when we may not agree.

During this informative, interactive and dynamic keynote session, you will learn how to communicate your vision in a way that gets noticed. You add value to your organization and yourself when you are able to demonstrate the bottom line benefits to your leaders and stakeholders by speaking their language. As business necessitates human interaction, articulating your goals purposely and powerfully begins with you.

You will leave with new ideas and strategies to energize workplace relationships at all levels...with tangible, long-term results.

Staying Power! Success Strategies for Resilient Leadership: Rethink, Respond, Rebound: Three Essential Strategies for Success

What makes a person resilient? Can resiliency be taught or are some people better able to rebound from adversity than others? The answers lay in how we first choose to interpret events that are outside of our control and the manner in which we respond to the inevitable peaks and valleys of life. In order to rise above challenges of any description, we need to focus on developing a mindset of managing rather than coping.

Resiliency is the cornerstone of our emotional and psychological survival in challenging times. During her Staying Power! Keynote, Michelle teaches the three essential strategies required to hone a resilient mindset.

Rethink

Stop dwelling on destructive beliefs. Make room to expand possibilities, exercise greater resilience, and move forward.

Respond

Learn to adapt to discomfort by responding, rather than reacting. Take a step back and ask yourself, "Is there another way?"

Rebound

Grow from adversity and become more resilient by recognizing challenges as opportunities for greater insight.

During this thought-provoking and interactive keynote, attendees will learn how to access their resilience "DNA" and will leave the event with new ideas to bounce back with greater confidence in the face of future challenges.

Who Moved My Future?: Demystifying the Fear of Change

“Why is this happening?” “If it ain’t broke, don’t fix it.” “We’ve always done it that way.” Three clichés that have become part of the dialogue when it comes to the topic of change.

Learning how to manage ourselves around situations and events that are outside of our control is not as complex as you may think, although the process often necessitates a shift in perspective, readiness to let go of the old and willingness to embrace the new.

Easier said than done.

During volatile market conditions, it isn’t unusual for organizations to tighten their collective belts and become even more risk-adverse. Adapting to a rapidly changing business environment is expected, yet many people feel even more afraid. On the other hand, it is equally concerning to lull ourselves into a false sense of security during positive times. Innovative thinking is essential, regardless of the economic climate.

During this dynamic, interactive and content-rich presentation, your attendees will learn the core reasons behind resistance to change, how to achieve greater levels of acceptance in order to move beyond the “status quo” and ultimately, how to implement and communicate new strategies and approaches for long-term results.

Videos



Michelle Ray || Attract, Motivate, and Retain Great Talent || Speakers Bureau of Canada

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Michelle Ray || Demo Video Reel 2016 || Speakers Bureau of Canada

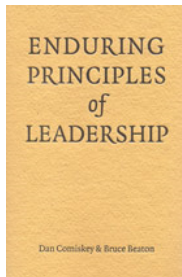
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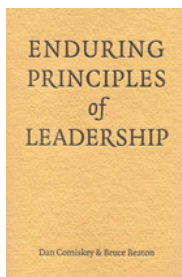
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Books



Lead Yourself First!: Indispensable Lessons in Business and in Life

Are you ready to be the leader of your own life? We live in a time of unprecedented economic and social turmoil. In the face of uncertainty and fear, we look to our jobs for security and to our leaders for inspiration. We aspire to a prosperous, stable future and strive to remain optimistic, but the stress of simply surviving—financially, professionally, and emotionally—can seem a relentless struggle. Consequently, we doubt ourselves and our capacity to be the leaders of our own lives—often opting for the status quo—because staying stuck is easier than creating change. We overlook this simple truth: If we remain true to ourselves, we can control our own reality. *Lead Yourself First!* is filled with engaging stories and advice to help people everywhere live life to the fullest and take the lead in any work or personal challenge. By applying Michelle Ray’s simple, powerful life-changing lessons, you will discover how to influence and improve the quality of all your choices. Michelle Ray’s “One-Two Punch” approach will inspire you to: Address the fear of success and eliminate the fear of failure; Rise above toxic behavior and situations; Gain new insights into your values about money, opportunity, and success; Discover your dream career or business and live it!



Lead Yourself First!: Breakthrough Strategies to Live the Life You Want

By applying Michelle Ray’s simple, powerful life-changing lessons, you will discover how to influence and improve the quality of all your choices. *Lead Yourself First!* is filled with engaging stories and advice to help people everywhere live life to the fullest and take the lead in any work or personal challenge. By applying Michelle Ray’s simple, powerful life-changing lessons, you will discover how to influence and improve the quality of all your choices. Michelle Ray’s “One-Two Punch” approach will inspire you to:

1. Address the fear of success and eliminate the fear of failure
2. Rise above toxic behavior and situations
3. Gain new insights into your values about money, opportunity and success
4. Discover your dream career or business and live it!

Testimonials

“We recently had the pleasure of having Michelle Ray speak at our quarterly team meeting for our dental company. Her energy and enthusiasm for her work is abundantly clear in her presentations. She took the time to sit down with us in advance to discuss topics that were most important for us and make sure to focus on them. Michelle also made the topics very relevant to our industry which made it easier for our team to understand and conceptualize. We highly recommend Michelle Ray and would not hesitate to have her back”

Jen Mackinnon, Managing Director, Inspire Dental Group

“Michelle crafted a customized educational session for our Chapter Meeting that incorporated inspiring stories, interactive elements, and great take-aways for leadership from within and banishing drama from the workplace. She was an absolute joy to work with and the response from the attendees was overwhelmingly positive and enthusiastic. The board was very happy with the session and I’m glad we achieved our goal with the tight turn around. I would recommend Michelle for any group looking for a dynamic, high-energy educational session.”

Jenny Stanfield, Director of Education & Events, PCMA Canada West

“Michelle, it was a true privilege. The insights were invaluable. Thank you for helping us grow an already remarkable leadership team!”

Matt Dunfee, President, Global Sales and Customer Operations EMC2

“We can’t thank you enough Michelle! I have heard nothing but positive comments about your presentation! If you ever need a recommendation, please let me know.”

Maureen Metz, Vice-President, Marketing Metz Culinary Management

“The positive energy that you brought into that room was infectious and your energetic presentation style and sense of humor had our attendees laughing, (and almost crying at one point) and nodding in agreement!”

Karen Johnston, CMP, Canadian Payroll Association, Pacific Region

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