

Bookings Now Open.

Enquire for customisation.

Helping leaders turn difference into collaboration.

Dr Tanya Finnie

Global Cultural Strategist • Speaker • Author



Book now to secure your keynote, or bundle with a workshop for impact that lasts.

Your audience won't just clap, they'll change direction.



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Bookings for 2026 - Open Now.

Customisation Available.



Dr Tanya Finnie
Global Cultural Strategist • Speaker • Author

Dr Tanya Finnie helps leaders work better across difference.

Born under Apartheid. Now shaping the future of inclusive leadership.
Tanya blends lived experience, behavioural science and global cultural expertise. Backed by a PhD in Cultural Leadership and decades of international work, she helps leaders build trust, navigate cultural complexity and turn diversity into a performance advantage.

Your 5 Cultural Catalyst Keynotes

- 📌 Cultural Intelligence Isn't a Soft Skill
- ✅ The Culture Shift: From Safe Spaces to Scalable Trust
- 👤 The Bias in Our Praise: Why Feedback Isn't Neutral
- 👥 Leading Across Difference: A Roadmap for Collaborative Teams
- 🦒 From Shadows to Safari

Booked by global leaders. Featured in top media.



www.redheadcommunications.com | info@redheadcommunications.com

Booked by global leaders across government, energy, resources and corporate organisations globally.



Who?

 **Ideal for:** Senior leaders, people leaders, public sector, complex organisations

Common audiences: HR, legal, local government, mining, energy, education

 **Not for:** Audiences wanting compliance training or surface-level DEI talks

Best Suited For

- Leadership conferences & executive forums
- Government, energy, resources & regulated sectors
- Strategy days, culture resets & women in leadership events

What audiences walk away with?
Clearer communication, stronger trust, practical tools for navigating difference, and the confidence to lead complex conversations without avoidance or fallout.

Dr Tanya Finnie helps leaders work better across difference.



Born under Apartheid. Now shaping the future of inclusive leadership.

Tanya brings a rare combination of lived experience, behavioural science and global cultural expertise. Backed by a PhD in Cultural Leadership and decades of international work, she helps leaders build trust, navigate cultural complexity and turn diversity into a performance advantage.

Known for:

- High-energy keynotes with real-world tools
- Storytelling that opens hearts and shifts behaviour
- Expertise grounded in research, leadership and lived experience
- A no-fluff approach to psychological safety and inclusion
- Making diversity a performance advantage, not a compliance exercise
- Psychologically safe facilitation in complex and high-stakes environments



Available for keynotes, conferences and leadership sessions now.
Enquire to discuss fit and customisation.



Diversity is not the goal. Inclusive leadership that lands is!

Why Tanya is a standout choice for your next event

Conference managers and public-sector leaders choose Tanya because she delivers:

Insight that sticks

Not theory or jargon - real tools, grounded in research and lived global experience.

Audience engagement

Storytelling, humour, interaction and practical takeaways that change how people show up.

Zero-fluff psychological safety

Tanya teaches trust without coddling, a skill that teams desperately need today.

Customisation

Every keynote is tailored to your audience, your challenges and your industry.

A unique lived lens

From Apartheid to global corporates - a perspective you simply cannot get anywhere else.



WHAT OUR CLIENTS SAY

KATARINA HALL



Manager

"Tanya is a very engaging and inspiring presenter, her profound knowledge of the cultural intelligence topic is admirable. ...has sparked my renewed interest in the topic and I am looking forward to exploring more."

DUC PHAM



Managing Director

"The Perth Business Network community has greatly benefited from Tanya's comprehensive knowledge of cultural intelligence and inclusion. She has given us the tools to confidently negotiate various communication minefields."

Published



Cambridge University Press

TEDx



Multi
Award
Winner

20



of speaking

Regular
Repeat
Bookings

11



Countries

Featured in



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Why Tanya? Why Now?



Cultural complexity is increasing faster than leadership capability. Trust and psychological safety are under pressure and often misunderstood. Organisations need skills that work beyond policy and tick-boxes. Leaders are being asked to navigate difference without practical tools.

High-Stakes Global Project | Cultural Intelligence Intervention

A cross-border project involving a Malaysian delivery team was facing escalating conflict, stalled collaboration and rising delivery risk.

Tanya was engaged to deliver a keynote for Malaysian leaders, followed by targeted consulting with both local and international teams.

What we addressed:

- Cultural clashes affecting communication
- Misaligned expectations between regions
- Trust breakdowns slowing delivery
- Risk-raising avoidance behaviours

Outcomes:

- Restored collaboration and alignment
- Reduced delivery friction between regional teams
- Rebuilt trust and psychological safety
- Stabilised project velocity and avoided costly overruns

This intervention demonstrated how Cultural Intelligence can shift high-stakes, multicultural environments back into momentum quickly and sustainably.



Trusted by:



Helping leaders turn difference into collaboration.



Your Menu: 5 Cultural Catalyst Keynotes



Cultural Intelligence Isn't a Soft Skill
Why CQ is the new IQ



Silos, friction or cross-team miscommunication



The Culture Shift: From Safe Spaces to Scalable Trust
Psychological Safety without the Coddling



Leaders avoiding hard conversations or withholding risk



The Bias in Our Praise: - Why Feedback Isn't Neutral
Why Bias Hides in Our Compliments



Bias showing up in performance, decisions or feedback



Leading Across Difference - A Roadmap for Collaborative Teams
Collaboration Without Chaos



Multicultural, multigenerational or cross-functional conflict

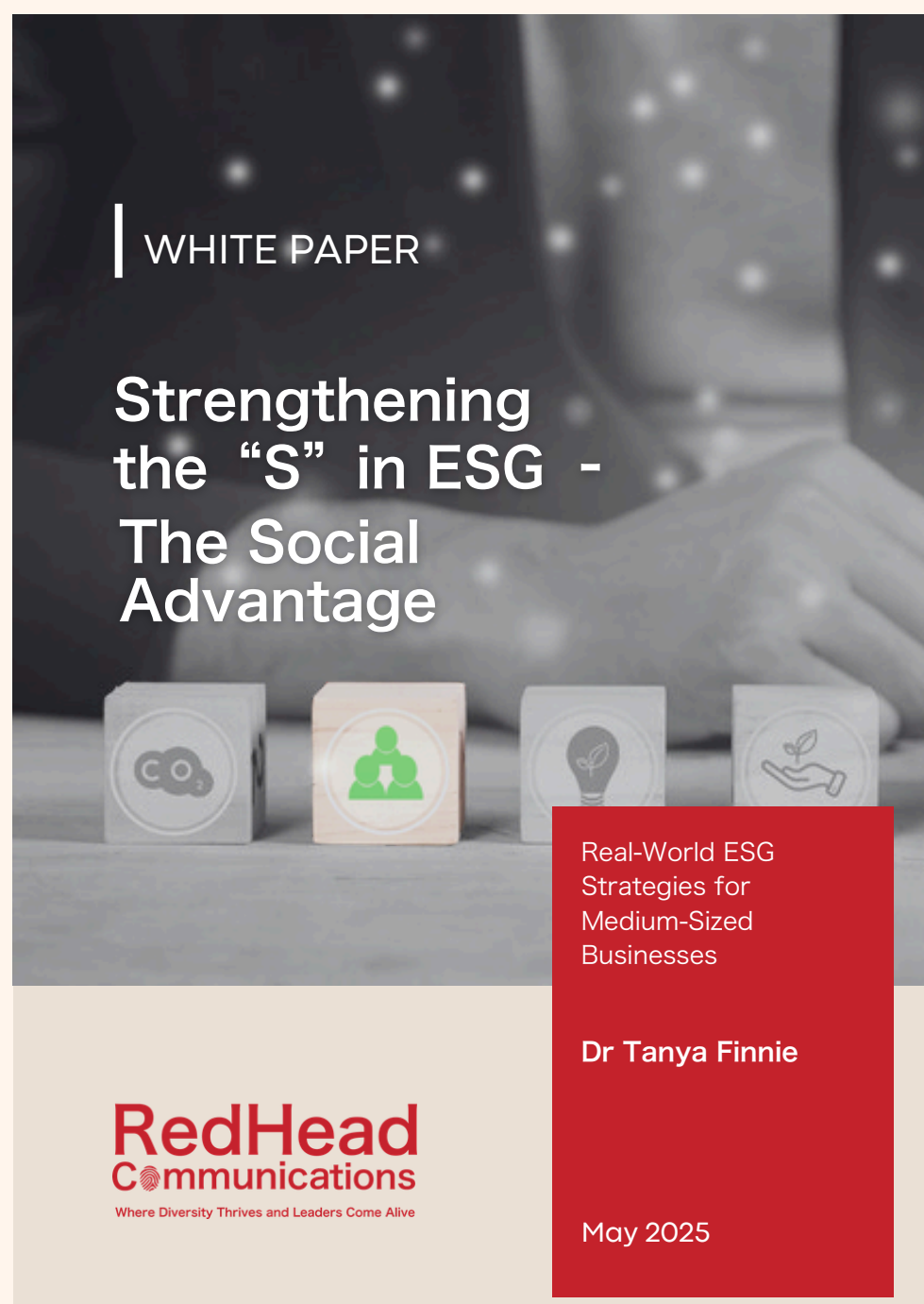


From Shadows to Safari
How One Journey Built a Framework for Belonging



Low morale, change fatigue or need for inspiration

Match one to your needs and let us customise it further.



Booked by global leaders. Featured in top media.



Logistics and Booking Information

Tanya travels from Perth, Western Australia, unless it is a virtual event.

- 1 ENQUIRE/CHECK AVAILABILITY**
Contact Tanya's Marketing and Business Manager, Jessica on jessica@redheadcommunications.com
- 2 SHORT BRIEFING CALL**
Tailor the perfect keynote for your audience with Tanya and she'll send you a customised action plan, including fees and travel costs if applicable.
- 3 APPROVAL AND PAYMENT**
You approve the action plan, we lock in the date and you pay a deposit. We can support you with customised marketing collateral or a short video for your audience.
- 4 DELIVERY**
We work your audience whilst you sit back and reap the benefits.
- 5 POST-EVENT**
Post-event debrief, audience reflection tool, and key insights summary available on request

CONTACT

Jessica Ulangkaya
jessica@redheadcommunications.com



Phone +61 8 9312 3072
WhatsApp: +63 9163874606



Book now to secure your keynote, or bundle with a workshop for impact that lasts.

Known for holding complex conversations with care, clarity and cultural intelligence - grounded in evidence and attuned to the political and organisational realities leaders face. Thoughtful, practical conversations, that help leaders work better across difference





Cultural Intelligence Isn't a Soft Skill: Why CQ is the New IQ

In today's hyper-connected world, the ability to work across cultural lines is not a "nice-to-have", it's essential. This keynote explores how Cultural Intelligence (CQ) help leaders adapt, collaborate, and improve decision-making in diverse teams, both locally and globally. Whether you're managing a multicultural workforce, expanding into new markets, or navigating remote collaboration, CQ is the superpower that elevates performance and minimises friction.

Key Takeaways:

- What Cultural Intelligence is, and what it's not
- Why CQ outperforms EQ and IQ in global leadership
- The 4 dimensions of CQ that drive team cohesion and productivity
- Practical, actionable shifts you can implement tomorrow
- A reality check: where unconscious bias and blind spots derail well-meaning leaders

What leaders walk away with:

A practical framework to recognise cultural blind spots, communicate more clearly across difference, and lead teams with greater confidence and cohesion.



Who It's For:

Executives, people leaders, HR professionals, DEI champions, project managers, and global-facing teams in mining, oil & gas, legal, local government, engineering, and education sectors.



Perfect Add-On Packages:

- Half-day workshop: CQ in Action
- Individual CQ self-assessment tool (free & paid options)
- Leadership coaching for inclusive transformation
- CQ audit and Workplace Strategy session
- Pair with our CQ Greeting Game Cards for interactive fun at work



Why This Keynote Now?

Culture is no longer just a HR issue, it's a leadership imperative. And in a world of AI, automation, and global uncertainty, CQ is what keeps us human.



Psychological Safety Signature Keynote

 In-person/virtual (45-75 minutes)



The Culture Shift: From Safe Spaces to Scalable Trust

Psychological Safety Without the Coddling

Move beyond fragile safe spaces and build lasting trust. This keynote shows leaders how to create scalable psychological safety that empowers everyone.

Key Takeaways:

- Why “safety” isn’t about comfort or agreement
- How trust and accountability fuel innovation
- The dangers of performative inclusion
- A framework for making safety stick - across functions, regions, and teams

What leaders walk away with:

The confidence and language to build trust and accountability simultaneously, enabling more honest conversations, stronger decision-making, and healthier team dynamics.



Who It’s For:

People and Culture leaders, team managers, HR business partners, health and safety leads, and senior executives navigating change or hybrid models.



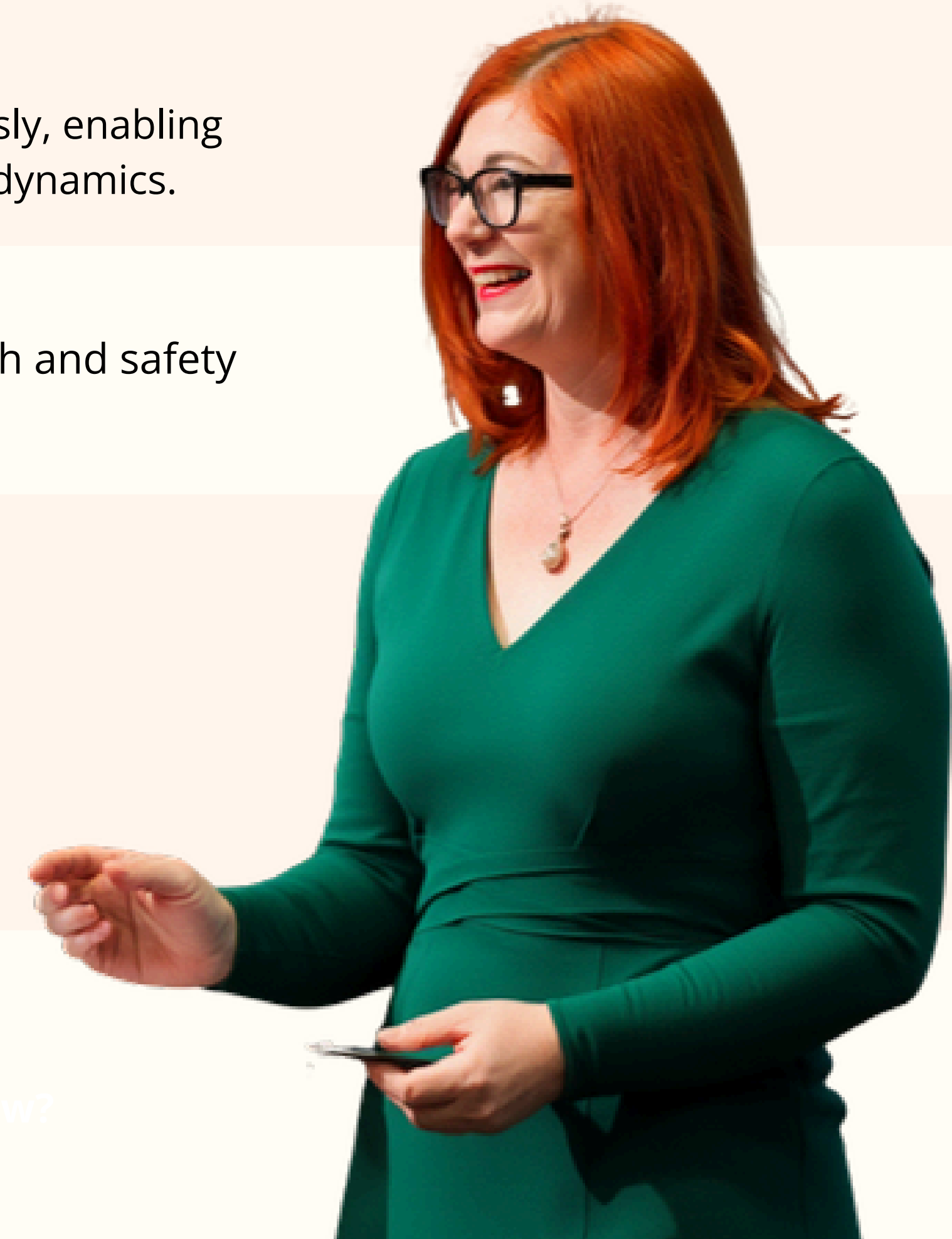
Perfect Add-On Packages:

- Individual CQ self-assessment tool (free & paid options)
- Half-day workshop: CQ in Action
- Leadership coaching for inclusive transformation
- CQ audit and Workplace Strategy session
- ‘From Shadows to Safari’ book at a reduced rate



Why This Keynote Now?

Workplaces can’t confuse comfort with safety - leaders must build trust that scales, not fragile bubbles that collapse under pressure.



Unconscious Bias Signature Keynote

 In-person or virtual keynote (45–75 minutes)



The Bias in Our Praise: Why Feedback Isn't Neutral

Why Bias Hides in our Compliments

Even praise carries bias. Learn how to give feedback that fuels inclusion, equity, and growth without falling into the trap of well-meaning prejudice. Book this keynote and give your leaders the tools to transform feedback into a driver of retention, performance, and truly inclusive culture.

Key Takeaways:

- How bias shapes the way we praise/promote
- Common traps in feedback culture (and how to avoid them)
- Practical steps for equitable, motivating feedback
- Why fair praise builds inclusive performance systems

What leaders walk away with:

Greater awareness of how bias shows up in everyday feedback, plus practical tools to give fairer, clearer performance conversations that build trust rather than confusion or resentment.



Who It's For:

Line managers, team leads, HR professionals, learning & development teams, performance reviewers, local government and team leads who want to give fairer, more impactful feedback without unconsciously reinforcing bias.

Add 

Perfect Add-On Packages:

- Individual CQ self-assessment tool (free & paid options available)
- Full-day workshop: Unconscious Bias
- Leadership coaching for inclusive transformation
- CQ audit and workplace strategy session
- Pair with our CQ Greetings game cards for interactive fun



Why This Keynote Now?

More than ever, feedback shapes equity, and when bias goes unchecked, even our compliments can reinforce the barriers we're trying to dismantle.



Inclusive Collaboration Signature Keynote

 In-person/virtual (45-75 minutes)



Leading Across Difference: A Roadmap for Collaborative Teams

Collaboration Without Chaos

Inclusive collaboration takes more than goodwill. This keynote unpacks a clear roadmap to lead across cultural difference and team complexity with ease.

Key Takeaways:

- What makes collaboration across cultures and disciplines so hard
- The cultural blockers that derail inclusive teamwork
- A practical roadmap to build high-functioning, respectful teams
- How to centre clarity, inclusion, and accountability


What leaders walk away with:

Practical strategies to reduce friction, align priorities, and lead cross-functional or culturally diverse teams with clarity - especially when expectations, communication styles, or power dynamics differ.



Who It's For:

Cross-functional teams, global teams, leadership development programs, and project leads to build high-performing, inclusive teams across cultures and disciplines, even in complex or high-stakes environments.

Add 

Perfect Add-On Packages:

- Half-day workshop: CQ in Action
- Leadership coaching for inclusive transformation
- CQ audit and workplace strategy session
- Includes 'From Shadows to Safari' book at a reduced rate
- Pair with our CQ greetings game cards for interactive fun



Why This Keynote Now?

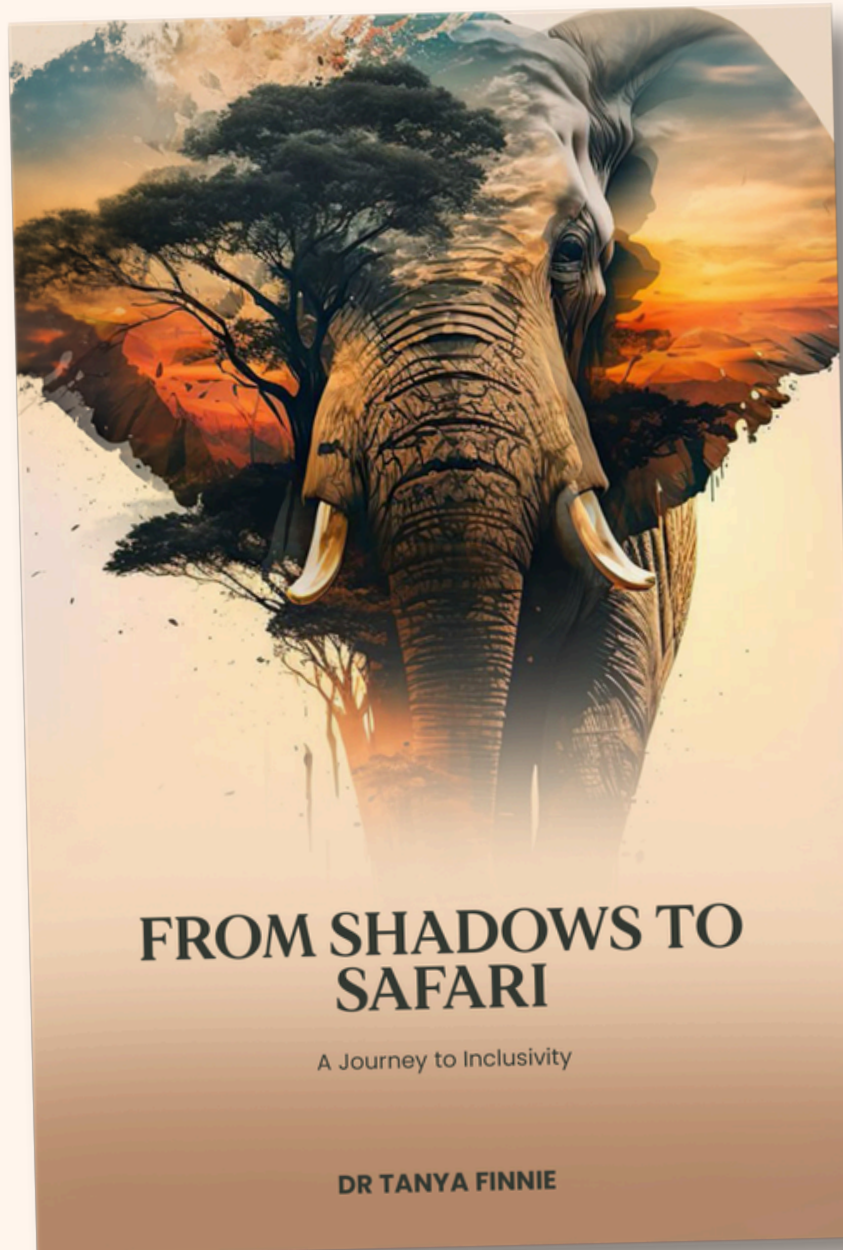
As work becomes increasingly global and complex, leaders can no longer rely solely on goodwill. They need proven tools to lead across differences with clarity and inclusion.



Belonging & Leadership Signature Keynote

 In-person/virtual (45-75 minutes)


Tanya Finnie



From Shadows to Safari

How One Journey Built a Framework for Belonging

From growing up under apartheid to guiding leaders worldwide, Tanya shares unforgettable stories and tools for building cultures where everyone belongs.

Key Takeaways:

- Why personal story is the most powerful DEI teacher
- The turning points that shaped Tanya's inclusive leadership journey
- The 3 "Tracks of Belonging" that every leader can follow
- A hopeful, grounded message about courage and connection

What leaders walk away with:

A deeper understanding of how identity, courage and belonging shape leadership, along with renewed perspective on how to lead with humanity, resilience and authenticity in complex environments.



Who It's For:

Conference keynotes, all-staff sessions, DEI launches, leadership offsites, and Women's Leadership Days. Attendees will leave inspired and equipped with practical tools to lead with empathy, cultural intelligence, and purpose.

Add 

Perfect Add-On Packages:

- Q and A with the author
- Signed copies of the book
- Leadership coaching for inclusive transformation
- Individual CQ self-assessment tool (free & paid options)
- Pair with our CQ greetings game cards for interactive fun



Why This Keynote Now?

Belonging has never been more urgent. In a divided world, Tanya's story shows how courage and empathy can reshape the way we lead and connect.

Your audience won't just clap, they'll change direction.



Every keynote starts with a conversation. Let's have one.

Contact Jessica to Check Availability or Book a 15-minute Briefing Call.

info@redheadcommunications.com



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