



## A Passionate Explorer



### **Born under Apartheid. Now shaping global leadership.**

Dr Tanya Finnie is a global cultural strategist, speaker, and author known for transforming cultural chaos into inclusive, high-performing workplaces.

With a PhD in Cultural Leadership and decades of global experience — from living with the Maasai to advising government ministers — Tanya delivers powerful insight and practical tools for leaders navigating complexity. She's a TEDx speaker, best-selling author, and founder of RedHead Communications, with a reputation for making cultural intelligence not just relevant, but impossible to ignore.



## Qualifications and Awards

- PhD Cultural Leadership
- Graduate Diploma in Adult Learning and Education
- Cultural Intelligence (CQ) Certified
- Unconscious Bias Certified
- WITWA+ (Women in Technology Western Australia +) award (2021)
- Certified Global Goodwill Ambassador
- Founder of Diversity and Inclusion Summit
- Best-selling author
- One of Perth's Top 100 Small Business Influencers
- Magazine Editor



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

## As Seen In & Trusted By

THE AUSTRALIAN  
**Women's Weekly**

 Springer

**RADIO FREMANTLE**  
**107.9 FM**

**TEDx**

**Forbes**



**BUSINESSNEWS**

**Cambridge University Press**



# Keynote flyer

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

**RedHead Communications**  
Where Diversity Thrives and Leaders Come Alive

**Speaking Topics**

- Cultural Intelligence Isn't a Soft Skill — It's a Survival Skill
- Creating Psychological Safety that Sticks and Scales
- The Bias in Our Praise: Why Feedback Isn't Neutral
- Claiming Space, Leading Together: Navigating Teams with Collaboration
- From Shadows to Safari: Your Journey to Inclusivity

Booked by global leaders. Featured in top media.

**About Dr Tanya Finnie**  
GLOBAL CULTURAL STRATEGIST | SPEAKER | AUTHOR  
Born under Apartheid. Now shaping global leadership. Tanya equips leaders to build cultures of trust — beyond tick-box diversity.

With a PhD in Cultural Leadership and a fierce sense of purpose, her talks blend lived experience, sharp insight, and a deeply human connection.

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

Featured in: **TEDx**, **WomensWeekly**, **Forbes**, **107.9 FM**, **ENERGY EXCHANGE AUSTRALIA**, **Cambridge University Press**, **Springer**, **WestTrac**, **CAT**, **Woodside Energy**

Trusted by: **Local Governments and Not for profits**

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## Our Keynotes



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



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



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



**Leading Across Difference: A Roadmap for Collaborative Teams**  
*Collaboration Without Chaos*

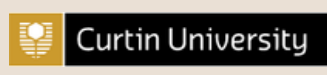
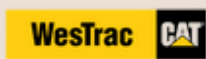


**From Shadows to Safari**  
*How One Journey Built a Framework for Belonging*

**FOLLOW**



## Clientele



# TESTIMONIALS

## What Our Clients Say

“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.”



**KATARINA HALL**  
Manager

**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.”

**MARK SMALL**  
Director



“Tanya’ s exceptional cultural insights not only helped us maintain good relations with a large international client, but had a significant impact in supporting local staff to smoothly collaborate.”

**SUSAN KREEMER PICKFORD**  
Principal Engineer



“A keynote that shifts and shapes your thinking on how we can collectively achieve impact through subtle changes to benefit the people we work with and the communities we serve.”

## Helping you Collaborate Across Difference



### The Book

“A modern day “Out of Africa!”

“A coming of age story during Apartheid times in South Africa filled with lessons of resilience.”

“A best seller in three categories.”



## Contacts us here