

*Introducing*

# CATHERINE MATTICE

AWARD-WINNING SPEAKER | AUTHOR  
| BLOGGER | BUSINESS OWNER



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# ABOUT CATHERINE

Catherine founded Civility Partners in 2008. After working in a toxic environment herself, she decided this was a problem she could solve, and today she is a leading expert on the topic of turning around a toxic workplace culture and building a positive one in its place.

Under Catherine's leadership, the Civility Partners team has worked with over 250 clients, including Chevron, NASA, Stanford University, Embraer, and the American Red Cross, to help their leaders and teams cultivate a respectful and civil work environment.

Catherine is an award-winning speaker, author, blogger, and business owner; has been cited in such news outlets as Forbes, Inc. Magazine, Entrepreneur, and USA Today; and has appeared as a guest expert on such venues as NPR and CNN. She also has over 50 courses on LinkedIn Learning and reaches global audiences.

As a keynote speaker, Catherine is widely regarded by audiences around the world as she shares her disruptive and humorous take and totally actionable steps on building a positive and civil company culture. Her insights and consulting programs have transformed CEO's of multi-national companies, leaders of all levels in the US Marines and US Navy, and professionals in companies of all shapes and sizes.



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*What's the Secret of Outrageously  
Successful Companies? They've built  
a culture people love to be a part of.*

**Catherine Mattice**

# CATHERINE MATTICE

Catherine Mattice has been researching, publishing, consulting, and speaking about toxic behaviors and cultures at work since 2005. As a subject matter expert, she knows the most effective solution is cultivating and nurturing a healthy and respectful culture through organizational change. Here are some of Catherine's most popular keynote topics.

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## **Coaching Abrasive Leaders: A Proven Method That Works**

Leaders who engage in abrasive, aggressive, or hostile behavior are unaware of the impact their behavior has on others. They want results and are, in fact, rewarded by the organization for getting them. Catherine can teach your audience to coach these valuable leaders and hold them accountable for respectful behavior.

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## **From Bystander to Upstander: How Every Individual Can Influence Respectful Work Cultures**

Everyone – from entry level to C-Suite Executives – is responsible for exemplifying and reinforcing positive, civil behavior if you're to build an inclusive and respectful work culture. That means they need actionable tools for addressing non-inclusive behavior when they witness it.

# Five Action Steps to Turning Your Culture Around

Culture is the way your workforce understands the world around them, and how they behave as a result. Catherine curates a process that you can tailor to your organization and is guaranteed to build a more inclusive, civil, and awesome company culture.

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## Getting Leadership to Buy-In to HR's Strategic Initiatives

Leadership absolutely must see HR as a strategic partner who can align human capital strategies with organizational goals. Yet, too often we see HR struggling to get leadership on board with initiatives to improve company culture and, therefore, retention. This session will offer insight that can propel HR from a cost center to the position of asset vital to the organization's success.

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## Address Burnout at the Root Cause: Company Culture

McKinsey Health Institute reports that toxic work culture is the number one reason for burnout. In this session, Catherine reveals five core cultural dimensions that can alleviate burnout and support work-life balance.

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## Lean into Onboarding and Performance Management to Build Company Culture

Organizational systems and processes send messages about culture. Discover practical steps to create an onboarding program and performance management approach that reinforce a positive, cohesive culture from the start.

# How to Operationalize Culture & Behavior for Your Safety Program

Psychosocial safety should be treated like physical safety – it's part of your responsibility as an employer, not just an add-on. Gain actionable steps to enhance psychological safety in the workplace, creating a well-rounded safety culture.

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## How Core Values Drive Change in Toxic Workplaces

Abrasive leadership and toxic behaviors can cripple morale and performance. This session explores how aligning core values with everyday actions can tackle toxicity, driving a culture of respect, inclusion, and ethical conduct.

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## Embracing Human-Centric Leadership

Human-centric leadership prioritizes employee well-being and growth, fostering genuine connections. Catherine guides leaders to embody this approach and create meaningful, positive impacts across their teams.

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## Creating a Culture of Feedback

Creating a feedback culture is one of the best gifts you can give your team. Explore strategies for cultivating a culture where feedback is encouraged and valued, empowering employees and strengthening team unity.

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## Dealing with Toxic People at Work

Toxic individuals can disrupt team dynamics and productivity. Learn practical strategies to address and manage difficult personalities, restoring positivity and focus in your work environment.

# WHY CHOOSE CATHERINE

When it comes to building a positive work culture, Catherine Mattice is trusted by organizations like the United Way, NASA, Stanford University, American Red Cross, and the U.S. Department of Justice.

Here's why.

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## **Harnessing Emotional Intelligence**

Catherine taps into the emotional intelligence of your leadership to motivate and engage the rest of the team. Teams with high EQ experience higher productivity, lower turnover, and increased competitive advantages overall.

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## **Building Psychological Safety**

Psychological safety should be treated like physical safety – it's part of your responsibility as an employer, not just an add-on. Catherine weaves psychological safety into every one of her keynote presentations.

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## **Operationalizing Your HR Processes**

Your vision, mission, and core values should be deciding factors in everything you do. Catherine shows you how to lead with your values while still getting things done.



"I have had the pleasure of participating in three keynotes where Catherine Mattice presented to various audiences. She is a dynamic speaker in which she makes the subject matter very relevant to the daily work environment."

**Ray Kewley**

Director of Human Resources, iHerb.com



**SEE HER IN ACTION**

# READY TO BOLDLY MAKE A MARK ON YOUR EVENT?

Inkwell MGMT is here to collaborate with you to bring Catherine Mattice's energy and expertise to your next event. Whether you're looking to inspire, motivate, or educate your audience, Catherine Mattice is ready to deliver a transformative experience.

Let's make it happen! Connect with Stevie Johns at Inkwell MGMT today, and together, what we create will be unforgettable.

HELLO@INKWELL-MGMT.COM

WWW.INKWELL-MGMT.COM

