

Introducing

KELLY
MACKIN

WORKPLACE WELL-BEING INNOVATOR |
HUMAN BEHAVIOR RESEARCHER | CULTURE
CONSULTANT | BEST-SELLING AUTHOR |
CEO OF MOTIVES MET



INKWELL *ink* MGMT

Kelly Mackin is a workplace well-being innovator, human behavior researcher, culture consultant, and the best-selling author of the book “Work Life Well-Lived.” She is the CEO of Motives Met, a platform that empowers people to create their best work life and workplace.

Through her no-B.S. approach to well-being and groundbreaking research that challenges the status quo, she helps create thriving cultures where people can be well and perform well at work. Kelly’s journey from ill-being to well-being ignited her passion and dedication for helping people cultivate health and happiness in their lives. Her research shows only 16% of people are thriving at work, her mission is to change that.

Her expertise spans mindfulness and meditations to fostering psychological safety, from meaningful team workshops to leadership coaching. As a researcher, she gains insights into significant parts of our lives like values, stress, and emotions to develop frameworks to better understand the world and ourselves to make positive change.

When asked about her proudest moments, Kelly would tell you it was standing at the top of Mount Kilimanjaro in Africa and at Mount Everest Base Camp. Hailing from sunny San Diego, California, you can often find her soaking up a sunset, playing beach volleyball, or sparring in the boxing ring.

ABOUT KELLY

POPULAR KEYNOTES

WHAT DRIVES YOUR PEOPLE:

The Leadership Advantage of Human Motives

Leaders today face growing pressure to retain top talent and create cultures where people can be well and perform well at work.

Yet many leaders still lack one critical insight: what truly drives the people they lead.

Kelly Mackin will share the science behind the 28 human motives that drive people to stay, grow, and thrive. When these motives are met, like purpose, free expression, belonging, work-life harmony, fun, and self-esteem, engagement and well-being rise, retention skyrockets, and stress and burnout go down.

Yet thriving isn't universal, it's personal. All motives matter, but they don't matter equally.

You will learn to lead with motives in mind AND leave one-size-fits-none leadership behind, embracing motive diversity and taking a human-first approach to coach each person uniquely with clarity and confidence.

But we have to talk about motives to meet them, and they are often a missing conversation. Kelly will show you how to bring motives into the everyday, including how to lead "stay interviews" or meaningful motive one-on-ones that surface what's often left unsaid, because that silence costs us.

You'll leave this session with a powerful new mindset and actionable insights to apply motives across four levels: your own needs, your team's alignment, the culture you co-create, and how you lead.

You'll leave this session with:

- A foundational framework for building thriving cultures and understanding how unmet motives are often the root of stress and burnout
- A clear path beyond one-size-fits-none leadership for a human-first, more effective way of leading
- A practical roadmap to evaluate, communicate, and meet motives with intention and impact for greater success

MOTIVES MATTER:

The Science of Leading Happy, Healthy, High-Performing Teams

It's time to move beyond recycled advice and outdated approaches to creating happy, healthy, high-performing teams.

Kelly Mackin cuts through the noise with a transformative framework grounded in her research on the 28 motives that drive us to thrive. These human needs like purpose, free expression, growth, belonging, flexibility, self-esteem, and fun, are our greatest motivators, they drive our well-being and performance.

Kelly will show you how to apply these insights across four levels of impact: starting with your own needs, building alignment and greater team connection, co-creating a culture where motives are strong, and leading with motives in mind, while leaving “one-size-fits-none” leadership behind.

Because thriving isn't universal, it's personal. All motives matter, but they don't matter equally. We need a human-first, personalized approach grounded in what matters most to each person, with the ability to actually talk about it. You'll learn the art of meaningful motive one-on-ones or “stay interviews” that build trust and drive long-term loyalty.

Leaving this session, you'll be empowered to put insights into action to elevate both people and performance.

You'll learn:

- How to have the clarity and confidence to be a trusted motives-driven leader who leaves stress and burnout behind and makes a more meaningful impact.
- A foundational framework for building thriving workplaces
- A practical pathway to evaluate, communicate, and meet motives with intention and impact for greater success



WORK-LIFE HARMONY:

Crafted By You, Not Given to You

Tired of vague advice and buzzwords around “balancing work and life” that leave you wondering how to actually make it happen for yourself and the people you lead? Yeah, Kelly Mackin was too. That’s why she went all in on quantitative research to cut through the fluff and uncover the six proven pillars of Work-Life Harmony.

Kelly brings each pillar to life with real-world strategies leaders can use right away, whether it’s the 15% White Space Rule to prevent overload, creating a communication agreement that honors different work-life styles, setting boundaries that stick, or shifting the mindsets that quietly sabotage harmony. You’ll walk away with fresh insights, work-life conflict tips, and actions that strengthen well-being and combat stress and burnout.

Kelly will also show you how to facilitate a Work-Life Synergy Session with your team, complete with research-driven prompts and exercises, so you can co-create a culture of harmony built on real input and shared ownership for lasting success.

Work-Life Harmony is CRAFTED by you; it is not given to you. In a world where only 16% of employees are thriving at work, the insights from this keynote will help you move from a culture of ill-being to thriving.

You’ll leave this session with:

- A Work-Life Harmony Playbook full of actionable strategies for each of the six harmony pillars.
- A strategy to disarm hidden cultural beliefs that sabotage harmony and replace them with conscious commitments.
- A customizable roadmap for areas like inclusive communication norms, optimizing purposeful meeting management, and balancing workloads.
- The skills to facilitate your Work-Life Synergy Session with your team.

SPEAKING TOPICS

PEOPLE-FIRST
CULTURE

WORK
WELL-BEING

HUMAN-CENTERED
LEADERSHIP

WORK-LIFE
HARMONY

NEED
DIVERSITY

STRESS &
BURNOUT

RETENTION &
CONNECTION

MENTAL HEALTH &
HAPPINESS



“Kelly Mackin has used her lived experience to develop groundbreaking research all in the name of helping individuals, teams, and organizations thrive at work. If you are looking for what you are missing in your work well-being strategy, Kelly has the answers.”

Aoife O’ Brien
Founder of Happier at Work



SEE HER IN ACTION

READY TO BOLDLY MAKE A MARK ON YOUR EVENT?

Inkwell MGMT is here to collaborate with you to bring Kelly Mackin's energy and expertise to your next event. Whether you're looking to inspire, motivate, or educate your audience, Kelly 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

