



ANGELA HEYROTH

SPEAKER
PRESENTER
FACILITATOR
CONTENT EXPERT

Detailed Catalog of *Speaking Topics*



**TALENT
CENTRIC**
DESIGNS

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ABOUT ANGELA HEYROTH

CAREER HIGHLIGHTS

- **25 years** leading across all areas of talent management
- Experience as a **leader at 5 different Fortune 500 companies** and as a consultant to various sized companies; range served includes less than 100 to over 25,000 employees
- **MBA** in organizational management
- Certified **Strengths Coach** – Gallup
- Adjunct **faculty member**, teaching in the University of Denver's Strategic HR masters program
- Thought leader and sought after keynote speaker in **#culture**, **#employeeengagement**, **#employeeexperience**

Angela Heyroth is a talent management expert who has led and transformed teams at some of the world's most successful companies. With a passion for creating and enhancing the employee experience, she brings a 25 year track record of architecting and implementing programs across every aspect of the talent lifecycle, from attracting and hiring top talent, to developing and retaining high-performers, to engaging and inspiring them to achieve their full potential and engage with the organization.

As a trusted advisor and a culture champion, Angela now partners externally with organizations as the Founder and Principal of TALENT CENTRIC DESIGNS, shaping their talent strategy and designing their talent programs to align with their vision and values, all to further their organization's performance.

She is also on faculty with the University of Denver, teaching talent management and organizational design in the Masters of HR graduate program.

As a sought-after keynote, conference, and workshop speaker, Angela is known for her engaging presentations and an approachable style, delivered with the expertise of a practitioner.

Angela has an MBA and holds several certifications including as a Gallup Strengths Coach; she lives in the Denver, Colorado area with her husband and son.



[View Angela's speaker reel](#)

MOST REQUESTED TOPICS

FOR HR & TALENT LEADERS

- How to Design the Employee Experience ([DETAILS ON P 4](#))
- Culture Transformation Roadmap ([DETAILS ON P 5](#))
- Succession Planning Framework ([DETAILS ON P 6](#))
- Great Onboarding Programs ([DETAILS ON P 7](#))
- The History and Future of the HR Profession ([DETAILS ON P 8](#))
- Strategic HR ([DETAILS ON P 9](#))
- Creating a Great Candidate Experience ([DETAILS ON P 10](#))

FOR ANY LEADERS

- Engaging Across the Generations ([DETAILS ON P 11](#))
- Driving Retention ([DETAILS ON P 12](#))
- Leading Your People Through Change ([DETAILS ON P 13](#))
- New Manager Bootcamp ([DETAILS ON P 14](#))
- Discover Your Strengths ([DETAILS ON P 15](#))
- Demystify the Interview and Selection Process ([DETAILS ON P 16](#))
- Managers Matter ([DETAILS ON P 17](#))

Any topic can be delivered livestream/online or live/in-person, to audiences ranging from 10 to over 1,000 people.

SESSION STYLES

- TED Talk Style – Engaging and concise, with insights in a compact timeframe
- Keynote Speech – Impactful messages that set the tone for an event
- Discovery Presentation – A deep exploration of a specific subject with the audience listening and asking questions but not interacting with the content
- Interactive Workshop – Collaborative sessions focused on discovering a skill or piece of information and then building that skill or awareness with facilitated practice or discussion



Angela is a source of profound insights. To this day, she delivered one of my favorite conference keynote speeches.

M.W., Chief People Officer – eCommerce Company

TOPIC:

How to Design the Employee Experience

AUDIENCE

- HR and Talent teams who are seeking to understand how to create an employee experience

STYLE AND DURATION



- Ted version, 20 min
- Keynote version, 40 min
- Workshop version, 2 hr

FULL TITLE

Designing the Employee Experience: Secrets HR Can Learn from Architects

SUMMARY

Angela's signature presentation, unlocking the secrets architects use to turn a building into an emotional experience - secrets that HR professionals can deploy to create engaging experiences for our people

FULL DESCRIPTION

The best talent acquisition and development programs create an experience, and experiences don't just happen – they must be masterfully architected.

Drawing on lessons from architects, who are masters of designing experiences, Angela Heyroth will showcase why and how we can transform our programs and processes into architected experiences that connect to hearts and minds, drive engagement, accelerate growth, and maximize potential.

You'll assess your own ability to thoughtfully plan, design, and construct transformative experiences. Since the world's best architectural feats are often viewed as cultural touchstones, Angela will help you begin to think about establishing your own architected masterpieces!

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TOPIC:

Culture Transformation Roadmap

AUDIENCE

- HR and Talent teams who are leading culture transformation

STYLE AND DURATION



- Discovery version, 1 hr

FULL TITLE

Culture by Design: A Roadmap for Real Culture Transformation

SUMMARY

Angela's proven outline for culture transformation based on case studies and actual experiences; come away with a plan to implement

FULL DESCRIPTION

A progressive workplace culture drives engagement, attracts a more diverse talent pool and impacts business performance significantly. Culture is as important to a business as its operations strategy, and it can either be actively defined by the company or will evolve on its own, and not always in the best way.

Learn from Angela Heyroth the following takeaways:

- Define a clear roadmap to successfully identify, integrate, and scale a culture transformation or renovation across your organization
- Gain a deeper understanding of how employee engagement and employee experience relate to culture transformation
- Discover effective measurements to continually build and sustain a thriving workplace culture

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TOPIC:

Succession Planning Framework

AUDIENCE

- HR and Talent teams who are leading talent review meetings and facilitating succession planning sessions

STYLE AND DURATION



- Discovery version – 45 min
- Workshop version – 1 hr

FULL TITLE

Pulling Back the Curtain: How Succession Planning Really Works

SUMMARY

Succession planning is one of the most misunderstood processes in talent management, yet conversely one of the most powerful; learn from Angela the simple steps to driving a real succession plan

FULL DESCRIPTION

Succession planning is an often secretive, yet highly strategic process that ensures businesses are prepared sustainability and continuity from a talent perspective.

This workshop introduces HR and Talent professionals to the practice of succession planning, equipping them with the knowledge and tools necessary to facilitate succession conversations.

Participants will learn:

- Why succession planning matters
- Angela's simple 3-step framework for succession planning
- The difference between critical roles and critical talent
- Myths in succession planning
- How to accelerate successor readiness
- Considerations for facilitating a succession conversation

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TOPIC:

Great Onboarding Programs

AUDIENCE

- HR and Talent teams who are creating onboarding programs

STYLE AND DURATION



- Discovery version – 40 min
- Workshop version – 90 min

FULL TITLE

Turning Outsiders to Insiders: Accelerating New Hire Engagement with Great Onboarding

SUMMARY

Discover how to engage new hires with truly remarkable and purposeful onboarding programs

FULL DESCRIPTION

We've heard a lot about the need to create a new hire experience that quickly engages people into our cultures, but how do you actually do that?

Angela will work through the three step process that is orientation, onboarding, and assimilation and help you to transform them into true new hire experiences.

You'll walk away from this session with a redesigned set of activities and new mindset.

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TOPIC:

The History and Future of HR

AUDIENCE

- HR and Talent teams who are in the process of transformation their practices or reorganizing

STYLE AND DURATION



- Keynote version, 35 min
- Workshop version, 90 min

FULL TITLE

From Personnel to Powerhouse: How History has Shaped HR and How HR is Shaping the Workplace

SUMMARY

The story of the People function (Personnel > HR > Employee Experience) is our story, one of continuous transformation and response to changing needs; take a journey to learn our past and uncover our future

FULL DESCRIPTION

Take a captivating and inspiring journey through the history of the HR profession, from its start at the turn of the 19th century to to the dynamic field it is today.

Participants will discover how historical and societal shifts have influenced our shared profession, because we are ultimately both a profession that mirrors society while also having a windshield to see what's coming.

This session is more than a history lesson, it's a call to understand our shared purpose and how to actively shape the future of work.

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TOPIC:

Strategic HR

AUDIENCE

- HR and Talent leaders looking to define their strategy and objectives

STYLE AND DURATION



- Workshop version, 60 min

FULL TITLE

When HR IS the Strategy: Aligning Culture, Talent, and Business Results

SUMMARY

Learn how to translate business strategy into people and culture decisions that drive real, measurable results.

FULL DESCRIPTION

HR sits at the crossroads of business strategy, culture, and talent — yet too often struggles to clearly demonstrate its impact on organizational success. When HR initiatives aren't tightly aligned to business priorities, organizations experience stalled growth, reactive workforce planning, and cultures that fail to scale.

In this session, Angela Heyroth explores how HR can move beyond well-intentioned programs to become a true strategic partner. Participants will learn how to translate business objectives into actionable HR strategies, align cultural priorities with workforce planning, and use data and insights to connect people decisions directly to business performance.

Through real-world examples, practical frameworks, and guided discussion, participants will build the skills needed to assess business needs, strengthen collaboration with executive leadership, and intentionally shape a culture that supports long-term success. Attendees leave with greater clarity, confidence, and tools to position HR as a driver of strategy — not just a responder to it.

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TOPIC:

Creating a Great Candidate Experience

AUDIENCE

- HR and Talent teams who lead the recruiting processes for their organizations

STYLE AND DURATION



- Workshop version, 90 min

FULL TITLE

Building the Candidate Experience: Your Blueprint for Reframing Your Hiring Process

SUMMARY

Attract your next high-impact hire by designing their journey and overall candidate experience thoughtfully

FULL DESCRIPTION

We've heard a lot about the need to create a "candidate experience" as part of the Talent Acquisition process, but how do you actually do that? Angela Heyroth will help you reframing your recruitment processes into candidate experiences.

You'll walk away from this interactive workshop with a redesigned set of activities and new mindset.

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TOPIC:

Engaging Across the Generations

AUDIENCE

- Organizational and team leaders

STYLE AND DURATION



- Keynote version, 25 min
- Discovery version, 50 min
- Workshop version, 2 hrs

FULL TITLE

Mind the Gap: Engaging Across the Generations

SUMMARY

Motivate, communicate with, recruit, and engage each generation in the way that works best for them

FULL DESCRIPTION

One of Angela's most popular topics, this session will explore generational diversity as one of the significant, but often overlooked, areas of workforce inclusivity.

Participants will learn about the unique mindsets of each generation through the shared experiences that shaped them, and will discover ways to engage them for best results.

Participants report walking away feeling seen themselves and being able to see and appreciate others with new eyes, as well as the desire to create a workplace where everyone feels valued and understood.

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TOPIC:

Driving Retention

AUDIENCE

- Organizational and team leaders

STYLE AND DURATION



- Keynote version, 25 min
- Discovery version, 45 min
- Workshop version, 90 min

FULL TITLE

Belonging as a Strategy: Building a Workplace People Don't Want to Leave

SUMMARY

Humans are made to live in community and to feel that we belong; uncover the secrets of retention in this session

FULL DESCRIPTION

Concerned about retention? There are many unseen costs that make retention one of the largest expenses of any organization. But people don't really like leaving organizations, and many won't leave if they are given a reason to stay.

Uncover the secret building blocks to build a workplace focused on belonging and learn to create a place where people want to stay and want to thrive.

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TOPIC:

Leading Your People Through Change

AUDIENCE

- Organizational and team leaders

STYLE AND DURATION



- Discovery version, 40 min

FULL TITLE

A Fable of Change: Leading Your People Through Times of Uncertainty

SUMMARY

Lead your people successfully through organizational change not through reviewing change models but instead by discovering what you can do to actively sponsor change to ensure that the outcomes are successful and sustainable

FULL DESCRIPTION

It's been said that people don't like change, but really it's that people don't like being unaware and being surprised.

With that fact as a backdrop, and using a charming fable as a learning guide rather than a theoretical change model, participants will learn to own their role as the sponsors of change,

Along the journey, you will gain insights into:

- Managing emotions
- Fostering a culture of resilience
- Encouraging your people with authenticity

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TOPIC:

New Manager Bootcamp

AUDIENCE

- New to role team leaders

STYLE AND DURATION



- Workshop version, 4 hr

FULL TITLE

New Manager Bootcamp: Essential Skills for Managing Others

SUMMARY

Learn the essential skills for managing others along with hacks to thrive as a new manager

FULL DESCRIPTION

This comprehensive workshop introduces new managers to the skills needed to lead in today's workplace.

In this interactive workshop, participants will learn:

- Transition tips for the move from individual contributor to leading others
- Core leadership and development skills
- Practical take-aways for team meetings, one-on-ones, and expectation sessions
- Management hacks including time management, strategic thinking, and leading change.

Attendees will be quipped with the tools needed to lead with confidence and navigate their new role effectively.

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TOPIC:

Discover Your Strengths

AUDIENCE

- Intact teams, individuals interested in learning more about their strengths, organizational leaders wanting to lead a strengths-based workplace

STYLE AND DURATION



- Workshop version for individuals, 2 hr
- Workshop version for intact teams, 4 hr

FULL TITLE

We're All Superheroes: Discover Your Strengths

SUMMARY

Understand your natural talents and how to build them into strengths to succeed in work and life

FULL DESCRIPTION

Unlock the power within as you learn to understand and utilize your innate talents, based on Clifton StrengthsFinder.

With Gallup-certified Strengths Coach Angela Heyroth as your guide, participants will be introduced to the science behind the Strengths movement, the impact knowing strengths has on performance, and how to turn talents into strengths.

For those who also do an intact team session, the power that strengths have on a team and the ability to leverage complementary talents will also be explored.

Note, participating requires that you have completed the Clifton StrengthsFinder assessment.

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TOPIC:

How to Interview and Select Talent

AUDIENCE

- Hiring managers
- Can also be taught as a train-the-trainer for TA leaders to in-turn teach to hiring managers

STYLE AND DURATION



- Discovery version for hiring managers, 40 min
- Workshop version for hiring managers, 90 min
- Workshop version for TA leaders (train the trainer), 2 hr

FULL TITLE

Hiring With Confidence: How to Interview and Select the Right Talent

SUMMARY

Learn how to effectively interview and select talent for your teams

FULL DESCRIPTION

Hiring talent is one of the most important actions a manager can take, and yet often the process is confusing and shrouded in mystery. Learn how to (and how to not) interview and select the best people for your team.

Interactive workshop version includes role playing.

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TOPIC:

Managers Matter

AUDIENCE

- Managers and leaders at any level who need to be challenged in their role and build a framework for how they shape culture

STYLE AND DURATION



- Workshop version, 2 hr

FULL TITLE

Leading on Purpose: What Your People Need From You (and Why It Matters)

SUMMARY

Leadership starts with understanding who you are, what your people need, and how your daily actions bring your organization's values to life.

FULL DESCRIPTION

For many managers, the hardest part of leading isn't learning new skills, but giving themselves permission to truly lead.

In this session, participants explore what leadership really means in the context of their organization's culture and values. Managers will reflect on their own leadership identity, gain clarity on what their people truly want and need from them, and learn how culture shows up through everyday choices and behaviors.

Through guided discussion and practical application, participants will translate cultural values into clear leadership expectations and co-create shared norms that build trust, accountability, and consistency across teams. Attendees leave with greater confidence in themselves as leaders and a clearer understanding of how to lead in ways that align who they are with what their organization stands for.

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Seeing business from a talent-centric lens changes everything.

You attract, grow, and engage your people knowing that each experience leads to bigger results.

It's the ultimate multiplier!

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