



# 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

- Architecting the Employee Experience [\(DETAILS ON P 4\)](#)
- Culture Transformation Roadmap [\(DETAILS ON P 5\)](#)
- Succession Planning Framework [\(DETAILS ON P 6\)](#)
- Accelerating Engagement with Great Onboarding [\(DETAILS ON P 7\)](#)
- The History and Future of the HR Profession [\(DETAILS ON P 8\)](#)
- Creating a Great Candidate Experience [\(DETAILS ON P 9\)](#)

## FOR ANY LEADERS

- Engaging Across the Generations [\(DETAILS ON P 10\)](#)
- Driving Retention through a Focus on Belonging [\(DETAILS ON P 11\)](#)
- Leading Your People Through Change [\(DETAILS ON P 12\)](#)
- New Manager Bootcamp [\(DETAILS ON P 13\)](#)
- Discover Your Strengths [\(DETAILS ON P 14\)](#)
- Demystify the Interview and Selection Process [\(DETAILS ON P 15\)](#)

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:

# Architecting 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

Put the Experience Back into Employee Experience – Secrets to Thinking Like an Architect

## 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 Isn't About Ping Pong Tables – 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 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:

# Accelerating Engagement with Great Onboarding

### 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

### 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

Here's Our Story – The History and Inspiring Future of the Profession that Focuses on People

## 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 19<sup>th</sup> 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:

# 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 Recruiting 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 – How to Engage Each Generation

### SUMMARY

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

### FULL DESCRIPTION

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 Through a Focus on Belonging

### AUDIENCE

- Organizational and team leaders

### STYLE AND DURATION



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

### FULL TITLE

Jaguars Live Alone (But We Don't!) - The Secrets of Retaining Your Workforce

### 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 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:

# Demystify Interviewing and Selection

### 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

Interviewing and Selecting Talent – A How To Session

### 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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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!

*ANGELA HEYROTH*

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