



KATHERINE ROBINETTE

SPEAKER TOPICS



KEYNOTES

Make Work Less Work: From Compliance to Conviction

We're facing a trust crisis at work. Engagement numbers are at historic lows, "quiet quitting" has become shorthand for survival, and even high performers are quietly cracking under pressure.

People are showing up, but they're protecting themselves instead of being their authentic selves at work. When fear replaces trust, work becomes WORK — leaving behind creativity, innovation, growth, and progress.

The antidote isn't more policies or positivity — it's rebuilding the environment for conviction.

Most leadership models focus on either mindset (how to think differently) or mechanics (how to do things better). Now we need both. The Conviction Transformation™ is a whole, new organizational model. It's about designing the work environment into a self-sustaining ecosystem of growth, creativity, reflection, and adaptation, where conviction is earned, not expected, and participation is hard to resist.

Takeaways:

- Replace the compliance culture with conviction
- Address the trust deficit head-on
- Eliminate accountability controls and apathy cycles
- Activate the Six Dynamics of Conviction™ to create avenues for participation that are hard to resist

KEYNOTES

Shed the Armor: Make Epic Change Without the Battle

Leading through uncertainty can feel like an insurmountable challenge. Few want to armor up to tackle resistance, fear, and apathy. But what if driving meaningful change wasn't about armoring up for battle, but bringing people to the same table?

In her engaging keynote, Katherine Robinette explains a thoughtful and collaborative approach to change management – a simple, 5-step TABLE Framework™. Learned and developed from real-world examples - from software adoption to non-profit management to corporate mergers - she helps her audience reframe change.

Katherine uses her theater background to engage, entertain, and empower with ease. With actionable insights and relatable stories, her keynote is designed to inspire lasting, positive change — no armor required.

Takeaways:

- **Target your goals:** A clear goal turns action into impact. Defining a clear, measurable outcome helps guide all subsequent actions and decisions.
- **Assess and address expectations:** Understanding the needs, concerns, and expectations of those impacted by the change is essential for reducing resistance. Proactively addressing their needs can turn potential pushback into buy-in.
- **Build simplicity:** Break down change into small, manageable tasks that fit within existing workflows. The easier you make the process, the more likely people will embrace the change.
- **Lean into Trust A.C.T.s™:** Transparency is key to building trust during times of change. Communicate frequently and consistently about the decision-making process (Authority), how employees can contribute (Contribution), and what is really going to happen, when, with what challenges (Truth).
- **Evaluate and adjust:** No plan survives unchanged. Prepare for unexpected challenges and be ready to adapt. Flexibility and proactive problem-solving make progress even when circumstances shift.

WORKSHOPS



Leader You Are: 5 Changes You Can Make Tomorrow to Get *Schtuff* Done

Leaders at all levels are facing the same challenge: too much *schtuff* to do, not enough time, and a deep desire to lead better. They're committed to building a team that's focused, capable, and energized and need support to lead with intention and clarity.

Reframe how to:

- Get the important *schtuff* done
- Motivate and engage the team
- Delegate in a way that energizes and empowers the team
- Juggle multiple priorities without losing focus on what matters most
- Reclaim time for strategic, growth-focused work
- Lead by example, with consistency, calm, and direction

This session is for thoughtful, people-first leaders who care deeply about their team — and want a practical way to lead with purpose, not pressure. This isn't theory. It's the same practical approach Katherine uses for herself and her clients, tailored for people who care about doing good work and supporting their teams along the way.

Takeaways:

- Set daily priorities simply — even in the chaos
- Protect time for focused work without guilt
- Reset expectations around meetings, messages, and interruptions
- Delegate so the team wants to participate
- Create clarity and momentum starting this week



WORKSHOPS



Change is Inevitable; How We Respond Is Not

The only thing constant is change. Every organization will undergo some major shift in the next 18 months — whether it's a merger, leadership transition, restructuring, or system overhaul. Instead of focusing on resistance, what if we made the process about building trust?

In this interactive session, leaders and teams explore how people respond to uncertainty and what's really happening beneath resistance. Using the Trust A.C.T.s™ framework (Authority, Contribution, and Truth), participants learn how to build trust, engage their teams, and create stability when everything is in flux. Through candid discussion, practical examples, and simple reflection tools, participants learn how to reframe change, empower teams, and make better choices — so progress continues, even during uncertainty.

Participants will:

- Identify the four typical responses to change and navigate each one
- Use Trust A.C.T.s™ to build stability, safety, and confidence
- Lead change without the battle

Get Your Strengths Off the Bookshelf

Personal assessments provide valuable insight into ourselves and how we perceive and interact with the world. But how can that be applied to improve relationships, set and maintain boundaries, and communicate better up, down, and across the company? This workshop leads participants through exercises and self-discovery to develop implementable action items that are tailored to their core strengths so they can thrive in the workplace.

Takeaways:

- Use any assessment results to communicate needs, preferences, and boundaries effectively
- Increase success by advocating for more core, enjoyable work



WORKSHOPS



Delegation for the Doer-Turned-Leader

Most managers built their reputation by being the one who could get things done — and now they are leading others who look to them for direction, clarity, and confidence. But letting go is an artform and it takes practice.

Whether new to leadership or simply want a clearer, more consistent approach to delegation, this session offers practical, respectful ways to delegate that empower the team and protect everyone's time.

Introducing the PLATES Framework™: a tool for deciding what to delegate, how to do it clearly, and how to create space for the work that matters most. This is delegation by design. Participants will leave with at least one real task ready to hand off with purpose.

Takeaways:

- Use the PLATES Framework™ to evaluate what, how, and to whom they should delegate
- Match tasks to the appropriate level of responsibility and authority
- Clarify expectations to reduce rework and support independent execution
- Identify outdated work that can be paused, retired, or removed entirely
- Create a live Delegation Brief during the session they can implement immediately

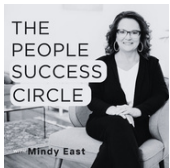




ABOUT

Katherine Robinette doesn't ask leaders to play small. She shows them how to lead like they mean it. Her strategies were forged in real-world fire: mergers, restructures, culture shifts, and bold goals that didn't wait for permission. With 30+ years of professional experience and research, and a theater background, she brings a rare blend of strategic clarity, grounded presence, and engaging delivery.

PODCASTS



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30

Years of Research
and Experience

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+1.971.219.2093



Katherine@keystoneandraven.com



KeystoneAndRaven.com



[@Katherine-Robinette-Speaker](https://www.linkedin.com/in/Katherine-Robinette-Speaker)

