



Dr. Ayotunde Uko MBBS/MD MSC MBA Yale

Change Strategy Consultant

Transformational Speaker

Physician

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Professional Profile

The people an organisation depends upon most are often the ones carrying the greatest invisible strain. Dr Ayotunde Uko works with businesses, professional firms, healthcare institutions, associations and other corporate organisations that genuinely want their high achievers to thrive. Her work helps leaders and employees look beneath visible capability, recognise the human realities affecting performance and move towards clarity, alignment and sustainable transformation.

A UK-trained physician, executive advisor and international business leader, she brings more than three decades of experience in medicine and healthcare, over sixteen years of business experience, and a career spanning Africa, Europe and North America. Her perspective integrates medicine, behavioural science, leadership insight and lived experience of significant personal and professional change.

Organisational Value

- Makes invisible strain visible without diminishing capability, contribution or ambition.
- Connects employee experience with leadership behaviour, culture, retention and performance.
- Creates a shared language for leaders and high achievers navigating sustained pressure and change.
- Moves audiences from reflection to intentional, practical and sustainable action.
- Addresses what must shift within the individual and within the organisation.

SPEAKING PORTFOLIO

Signature Speaking Themes

The Human Side of Exceptional Performance

Why highly capable professionals can continue delivering while becoming increasingly depleted - and what organisations can do before performance, trust or talent is lost.

Beyond Burnout Helping High Achievers Rise

A humane, practical exploration of stress, overwhelm and burnout that moves beyond temporary recovery towards clarity, alignment and sustainable performance.

Leading Through Change Without Losing Your People

How leaders can navigate uncertainty, restructuring, growth and shifting expectations while protecting trust, contribution and organisational capacity.

The Subcutaneous Work of Leadership

An invitation to examine the unseen labour, identity shifts, emotional realities and hidden beliefs operating beneath performance and decision-making.

Acknowledgement as Economic Power

How feeling genuinely seen, heard and valued can influence trust, discretionary effort, engagement and the decision to stay or leave.

Women Leadership and Meaningful Legacy

Supporting high-achieving women to lead with influence, purpose and authenticity without sacrificing their health, identity or humanity.

Engagement Formats

Keynotes | Fireside conversations | Executive and board sessions | Leadership workshops | Corporate retreats | Conference presentations | Facilitated leadership experiences

Primary Organisational Audiences

Executive and senior leadership teams; professional services firms; healthcare organisations and physician groups; corporate talent, people and wellbeing leaders; women's leadership networks; professional associations; nonprofit boards; universities; founders and emerging leaders.

PERSPECTIVE AND EXPERIENCE

Distinctive Perspective

Physician and Business Leader

A distinctive combination of clinical medicine, health policy, quality improvement, governance and executive business education enables Dr Uko to connect human wellbeing with organisational reality.

International and Cross Sector Experience

Her work across the UK, United States and Africa brings a global perspective to leadership, culture, identity and change across healthcare, business, nonprofit governance and entrepreneurship.

Lived Experience of Change

Her insight is informed not only by research but by returning to clinical practice after a lengthy career break, navigating demanding professional transitions, building businesses and leading across cultures and continents.

Evidence Informed and Deeply Human

She translates behavioural science and leadership research into warm, accessible experiences that challenge audiences without judgement and leave them with practical ways forward.

Proprietary Frameworks

Dr Uko's evidence-informed proprietary frameworks give organisations and high achievers a structured way to understand change and convert insight into sustained behaviour:

WOWWECHANGE™ - a comprehensive lens for understanding the drivers, barriers and supports shaping meaningful change.

ROC MAP™ - Reflection, Intention, Action and Embodiment; a practical pathway from insight to sustained action.

RISE THROUGH CHANGE™ - a transformational model supporting people to recognise, reframe and embody change at identity level.

Supporting reflective tools address stress, mental wellbeing, physical wellbeing, sleep and strength. They are designed to guide awareness and conversation, not to replace clinical assessment.

Career and Leadership Highlights

Founder and Principal Consultant AYOTUNDE UKO CONSULTING.

Advises organisations and high-achieving professionals on change, leadership, wellbeing and sustainable transformation.

UK GP and Family Physician.

More than three decades across clinical medicine, healthcare systems, health policy, quality improvement and patient care.

Healthcare Quality Analyst ECRI Institute.

Experience translating evidence, safety and quality priorities into healthcare improvement.

Board and Governance Leadership.

Experience in nonprofit governance, international women's leadership networks and organisational stewardship, including service as Vice President of the Board of YWCA La Crosse.

International Professional Leadership.

Founder Member and USA Lead for the International and Overseas Members of the Royal College of General Practitioners.

Ethical Fashion Entrepreneur.

Founder and Creative Director of AYO UKO, integrating enterprise, sustainability, design and artisan partnership.

CREDENTIALS AND BOOKING

Education and Professional Credentials

MBA. Yale School of Management

MSc Health Policy Planning and Financing. London School of Economics and Political Science and London School of Hygiene and Tropical Medicine

MBBS MD. University of Lagos

MRCGP. Royal College of General Practitioners London

DRCOG. Royal College of Obstetricians and Gynaecologists London

Certificate in Behaviour Change. University College London

Core Expertise

Organisational change; sustainable high performance; executive wellbeing; burnout prevention and recovery; leadership development; psychological safety; culture and team alignment; behaviour change; physician wellbeing; women in leadership; identity and career transitions.

Selected Publications

Family Medicine & Physician Reimbursement: A US Perspective and the RCGP International and Overseas Network

Published in the British Journal of General Practice.

Minnesota's Response to the COVID-19 Pandemic

Published through Cambridge University Press.

Presentation Style

- Warm, candid and deeply human.
- Evidence-informed, thoughtful and credible.
- Challenging without judgement.
- Practical, reflective and action-oriented.
- Transformative without being superficial.

Booking Dr Ayotunde Uko

Available for international keynotes, fireside conversations, leadership conferences, board and executive sessions, corporate events, workshops and retreats.

Website ayotundeuko.com **Email** contact@ayotundeuko.com

LinkedIn linkedin.com/in/ayotundeuko

Helping People Rise Through Change™

When people rise through change, everything rises with them.