



Michelle 
Silverthorn

SPEAKING SHOWCASE GUIDE

HOW CAN WE MAKE DIVERSITY MATTER FOR GOOD?

IT STARTS WITH YOU

I'm Michelle Silverthorn. Here's what I believe.

I believe we are stuck playing by the old rules of diversity and inclusion.

I believe it's time to stop losing diverse talent year in and year out.

I believe individuals committed to authenticity, belonging, and inclusion can make diversity matter for good.

Which means I believe change starts with you.

Are you ready? Then get ready. Take a look at my showcase programming to see what I can offer you and your team to become the inclusive group of changemakers I know you can be.

It's time to change the workplace and the world. Let's go.

IN-PERSON KEYNOTES + WORKSHOPS



Want something dynamic for your audience? My live sessions both inspire and engage. I provide innovative and strategic approaches to increasing inclusion, interrupting bias, and improving diversity for good.

Utilizing the latest in instructional design techniques, my customizable programs involve every person in the room and are tailored to your group and its diversity needs.

Get in touch and let's talk about how we can collaborate together to deliver a program that your attendees will talk about long after we're done.



VIRTUAL SESSIONS

Welcome to a world where not everyone is at work. Let's design a virtual session right for you.

Utilizing our state-of-the-art webinar studio, my team and I will work with you to bring an engaging, interactive, and transformative experience to your audience through any platform you want to use.

We may not connect in person – yet – but we can still learn, belong, and succeed together.



WHAT EVERY PROGRAM WITH MICHELLE INCLUDES

Tired of one-and-done trainings? Me too! So let's make sure your attendees learn something that stays with them for good. Every program with me includes:

- ✓ Planning calls where I ask (1) who is our **real** audience? (2) what have they already learned? (3) what do we want them to do when they leave?
- ✓ Reviewing content for all my programs (because one size does NOT fit all) to design the right session for your group.
- ✓ Building out our program as part of your syllabus of trainings so the learning continues seamlessly.
- ✓ Video recording for 3 months so you can engage attendees who may not have seen me live.
- ✓ A web-based toolkit with 3 articles to read, 3 videos to watch, 3 podcasts to listen to, and 3 questions to ask yourself over the next 3 months.
- ✓ 3 months of access to the Inclusion LAUNCH Diversity @ Work e-learning course for 10 internal employees.

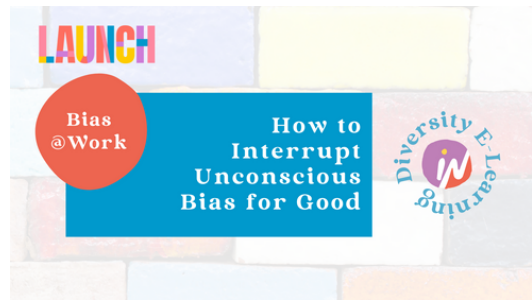


INTERACTIVE E-LEARNING WITH MICHELLE

INCLUSION LAUNCH

Diversity e-learning for everyone.

My e-learning courses are another great way to deliver DEI training to your entire organization or even small groups. With LAUNCH on-demand and interactive courses, I take students on an inclusion journey that includes DEI fundamentals, interrupting bias, stopping microaggressions, being an upstander, leveraging sponsor/protégé relationships, and leveling up your allyship.



All group enrollment courses come with additional resources including progress tracking, certificates, and group discussion guides to complement the courses.



A FEW OF MY CLIENTS



FORERUNNER



ZARA



SIDLEY

Meta



THE OSCARS



LOCKHEED MARTIN



hello sunshine



HSBC



LIONSGATE



HERE'S WHAT THEY SAY

TESTIMONIAL



"Michelle is one of the most compelling DEI educators I have ever experienced, and her words have had a powerful and enduring impact on my life. She is a gifted storyteller who has a unique way of personalizing her own experiences and those of marginalized people, and it leads to greater empathy and compassion in her audience. She is truly one of a kind, and her program will change the hearts and minds of any organization that is lucky enough to have her."

Meta



SPEAKING TOPICS



AUTHENTIC DIVERSITY

HOW TO INTERRUPT BIAS AND BUILD AN INCLUSIVE WORKPLACE



Our world has changed. The moment is here for real progress on diversity, to take the transformed workplace and the transformed globe and create a new paradigm for equity and inclusion. The calls are loud. Are you ready to answer them?

Join me in an engaging, interactive 4-level program that will shift your understanding on bias and microaggressions, help you recognize your contribution to the work of allyship and inclusion, and encourage action by every individual to build spaces of authentic diversity for all. Throughout, I use word clouds, audience questions, and reflective exercises to help attendees stay engaged.

I start with an eye-opening exercise, a "sit up and pay attention" reminder that everyone has unconscious biases. I then discuss Level 1 and the differences between diversity, inclusion, and equity, and the demographic data in workplaces that demonstrates the hurdles to change.

Next, I enter Level 2 and dive deep into unconscious bias. What is it? Why do we have it? How does it affect our perceptions of others? Using storytelling, audience participation, and numerous research studies, I address microaggressions and overcome the idea that pretending not to see difference is the way to achieve inclusion.

Then, I discuss Level 3 and the rules everyone should follow to interrupt bias and make equity and inclusion a reality for all in the organization.

Finally, I end with Level 4 and demonstrate how to design spaces of authenticity and belonging, where everyone is welcome to rise, thrive, and succeed.

This is the real work of inclusion. Let's begin.



WHAT IF I SAY THE WRONG THING?

HOW TO COMMUNICATE AND LEAD ACROSS DIFFERENCES

I know you want to run an inclusive team. I know you want to be part of an inclusive culture. But I know you're worried. You're worried about saying the wrong thing on race. You're worried about offending the wrong person. You're worried about making the wrong joke. You're so worried, you say nothing at all.

We cannot move forward on inclusion unless we have difficult conversations. But having those conversations without the right preparation can lead to anger, frustration, and the belief that tackling difference is not worth all the conflict it brings. That's where this program enters



We start with why it's hard to interact across identity groups, formally and informally, inside and outside the office. We talk about the many reasons we avoid hard dialogue - fear of conflict, fear of cancellation - but also the many reasons why we need to choose to have these conversations at work.

Next, I provide step-by-step instructions on how to ground your conversations, from having goals in your dialogue, to centering those who are marginalized, to learning what you don't know, to understanding your discomfort. I then discuss how to address challenging situations - delivering feedback, talking about race, committing microaggressions, discussing current events, resolving generational conflict - as I demonstrate how to model new behaviors for inclusive team-building and leadership.

At the end, all attendees will have been equipped with the skills to lead, manage, and communicate with empathy and equity, using the right tools to say the right thing at work.



HERE'S WHAT THEY SAY

TESTIMONIAL



I can only imagine how great Michelle would be in person because even her virtual presence had a resounding impact on our employees. The internal chatter was lighting up our devices as her passion spread throughout our home offices. The content she shared was relevant and relatable. The delivery was fast-paced and anecdotal. The messaging was straightforward but tactful ... And although the topics of racial injustice and inequality are serious and sensitive, Michelle somehow left us uplifted. She was clear that a lot of work still needs to be done, but she gave us a vision of where we can begin.

AEW Capital Management



THIS IS HOW YOU THRIVE

SIX STEPS TO ACHIEVING AUTHENTIC SUCCESS AT WORK

Authentic is the Word of the Year! From social media bots to generative AI, everyone is searching for authenticity in their world. But what does that mean for us in the workplace?

Based on my forthcoming book, *This is How You T.H.R.I.V.E.: Your Six-Month Guide to Achieving Authentic Success at Work*, I'll share with you my step-by-step guide to claiming real authentic success at work - at every level and for every generation. I'll share my own career journey - the highs and lows - and showcase how embracing your identities, values, and life stories is the real secret to career success.

Then, I'll teach my six steps to T.H.R.I.V.E. at work: Tell Your Truth, High Five Your Impostor, Rewrite Your Road Map, Identify Your Champions, Value Yourself and Your Voice, and Embrace Your Community.

Through storytelling, interactivity, case studies, and real-life examples, your attendees will leave with the certain knowledge of how to show up authentically and open doors to trust, loyalty, and enduring success in the workplace and beyond.



FROM INTENTION TO ACTION

TEN ACTIONS FOR ALLYSHIP AT WORK

Everyone says they're well-meaning. But well-meaning is only the start. Good intentions don't change behaviors or systems like real actions taken for change. That is the work of allyship.

But while many of us might think we are good allies, so much of allyship can be performative. Our real test is whether those with whom we are allying believe the same. Do they see your good intentions translating into active support at work? Would they want you to become a better ally through your words and deeds? If so, how can you? That's where this program comes in.



In *From Intention to Action*, I'll ask attendees to commit to becoming allies for change. I'll share with you what it means to be an ally in today's workplace and what inequities allies must recognize. Using storytelling, data, and exercises, I'll help you become aware of both the privileges of your identities and the power you have available to you. You'll then learn the ten actions needed to become a better ally at work. Finally, you'll address some real-life scenarios of allyship that arise again and again, and understand the language, actions, and tools to promote real, lasting change at work.



HERE'S WHAT THEY SAY

TESTIMONIAL



“Over the past few years under two different organizations. Michelle has provided nothing but A+ service! She is a very knowledgeable, engaging, and effective diversity and inclusion strategist. Michelle not only brings awareness of workplace DE&I challenges but most importantly provides realistic actionable plans that build more inclusive companies, teams, and leaders. Michelle possesses a high level of emotional intelligence, with a natural ability to navigate difficult conversations and commits to being inclusive both in her professional and personal life.”

Qurate Retail Group



WORK. LEAD. CHANGE.

HOW TO BUILD AN INCLUSIVE WORKPLACE THAT WORKS FOR WOMEN



The work of change starts with each of us. But how can we design inclusive spaces that allow for belonging, equity, and success for women? That's where this program enters.

This interactive workshop focuses on actions each of us can take individually, and as part of our professional community, to build an equitable workplace. How can we re-examine the barriers to success for women and work to eliminate them? How can we ensure that authentic diversity - the utilization of differences for success - serves as the centerpiece of our organization? And crucially, how can we ensure we get buy-in for every part of this work from the allies who can promote real change - including each other?

Join me for this one-of-a-kind design-centered workshop. We start with the goal - what does inclusion and belonging look like for each of us at work? What would it mean for us to bring our authentic selves to the workplace? Then we each identify the barriers we have experienced and witnessed in our careers. Next, we re-examine those barriers as we determine the root causes of different challenges in the workplace. After that, we learn how to build easy-to-adopt habits that can lead to sustainable change using solutions that you propose. Finally, we will talk about to center your values so you can succeed with this community of leaders.

Are you ready to lead change for good? Then join me in this forward-thinking conversation on how to achieve success in a transformed workplace that works for all of us.



FROM WOODSTOCK TO TIKTOK

HOW TO MANAGE THE NEXT GENERATION AT WORK

Over the past century, the workplace has evolved from a space where two or three generations worked together in a clearly structured hierarchy to one where five generations jostle for position in a swiftly-transforming professional environment. With those tensions come others, in particular, stereotypes and beliefs about the behaviors of generations. The challenges range from deceptively simple ones like communicating with customers and work attire, to more complex ones like the roles of well-being and social justice and balancing community success with individual achievement.



To lead a workplace where everyone feels like they are included and belong, we need to learn how generations came to their values and challenge the stereotypes that arise when we only incompletely understand our parents, their parents, the next generation, and the realities of all of our worlds.

In this highly interactive and engaging program, I'll use 100 years of news clips, commercials, music, and cultural touchpoints to navigate attendees through a world of inter-generational communication and conflicting dialogue. I'll talk about how to deliver feedback free of defensiveness, how to overcome the fear of saying the wrong thing, how to better understand what drives younger generations, and how to become a better mentor, manager, and leader in a multi-generational workplace - from Woodstock to Tik Tok and beyond.



HERE'S WHAT THEY SAY

TESTIMONIAL



"We wanted impact. We wanted lived experiences. We wanted no judgment. We got one of the most powerful and engaging speakers to talk to us about bias, who drove people to go and take action and inspired them beyond anything they could have imagined."

Travelport



TOGETHER WE RISE

HOW TO OWN YOUR VALUE AND SUCCEED AT WORK

The evidence is clear. If you want to retain your younger employees, women employees, and employees from underrepresented communities, you need to build a community that allows them to succeed. Sustain that community by allowing it to thrive. How do you do both? That's the secret sauce I work with you to create.

In *Together We Rise: How to Own Your Value and Succeed at Work*, I'll take your attendees through a journey of recognizing their own pathway to success in their organization. Typically presented at new employee trainings, women retreats, diversity retreats, and ERG conferences, I use this session to ensure your employees know they can stay and thrive right here at work.



In this session, I provide a framework for attendees to obtain the tools they need for sustained success at work. Using my trademark top ten rules, I address battling impostor syndrome, finding champions to succeed with you, designing your road map for success, effectively receiving feedback, addressing microaggressions when they arise, and other tips for engaging at work.

With interactive exercises, storytelling, and leading with humor, empathy, and practical advice for change, I ensure that all attendees have the right tools to know this truth: you belong here, in a community where you can stay and succeed.



CHANGE THE RULES, CHANGE THE WORLD

HOW TO BUILD A RACIALLY JUST WORKPLACE IN A POST-SFFA WORLD

In the spring of 2020, the pandemic unleashed a wave of anti-Asian violence that continued unabated throughout the year. In the summer of 2020, the murders of Ahmaud Arbery, George Floyd, and Breonna Taylor, launched a movement to demand racial justice not just in society at large, but in the corporations where Black employees work and remain marginalized. And as the pandemic continued, the escalation of racially-motivated hate across marginalized racial and ethnic groups made the work of justice loom even larger.

Throughout, companies across America made new commitments to racial justice at work. Then the world shifted again as the Supreme Court decided that programs that promoted affirmative action in schools were illegal. Worried about corporate America, companies then swiftly reduced or eliminated the programs they had just begun.

So what next? What does equity in the corporate workplace look like now? And how can employees and leaders do the work to change the rules of the workplace for good?

In this necessary and timely session, I explore what it means to create an inclusive and equitable workplace in a post-SFFA world. Following the journey of a young Black woman in the workplace, I work with attendees to understand the challenges of being the first, the only, being overlooked and isolated in the workplace, and the various biases, microaggressions and stereotypical assumptions that exist in her world.

Next, I issue the challenge to move forward on equity and building spaces where people from marginalized identity groups are treated as human beings of equal value, dignity and worth - inside and outside the workplace.

I conclude with the new rules of equity and inclusion and how we can together create a renewed organization centered on racial justice for all.



HERE'S WHAT THEY SAY

TESTIMONIAL



“Our employees described the event as enlightening and sobering, invigorating and inspiring. She made employees feel seen and understood, while challenging others to uncover and confront their own bias and assumptions. Her message ... united us as a team, challenging us to rise together to higher standard.”

Lionsgate Films



RESET THE MINDSET

BIAS INTERRUPTERS FOR INTERVIEWS AND EVALUATIONS

Now that your company has started its unconscious bias journey, it's time to enter the next phase - diving into the hiring and evaluation biases that arise throughout the recruitment, onboarding, and evaluation processes.

In our bias interrupters session or sessions, I use reflective exercises and story-telling techniques to break down the types of biases that exist in the talent development process. After talking through how microaggressions can arise, I share proven techniques that can be used by any individual or group tasked with interviewing or evaluating a candidate. Then we get to work!



In the interview session, participants are given a set of resumes to review and, based on your organization's interview criteria, bias interrupters for before, during, and after the interview. Similarly, in the evaluation session, participants are given two written evaluations to critique and are tasked with improving them based on bias interrupters for before, during, and after the evaluation session.

The goal as always is equity - building spaces where diversity is not simply welcomed, but where the barriers to success are transformed for good.



R.E.C.O.N.N.E.C.T.

HOW TO CREATE AN INCLUSIVE HYBRID WORKPLACE



In 2019, we would never have imagined we would be here: caught between in-person and remote in a world permanently changed by COVID-19. The pandemic has given us new realities of how we work. What lessons can we learn from the past? How can we adjust to the ongoing shift in our work lives? What strategies can we use to adapt when our world shifts again?

In R.E.C.O.N.N.E.C.T., I'll deliver a session centered on understanding, embracing, and leveraging the potential of hybrid workplaces. I'll share best practices for leaders and team members for delivering excellent work while dispersed across the globe. From fostering a sense of connection to motivating remote teams, I will teach your attendees how to successfully build a cohesive team culture, regardless of physical location.

Using my R.E.C.O.N.N.E.C.T. framework - Respect, Empathy, Compassion, New Opportunities, New Perspectives, Evaluate and Emulate, Culture, and Trust - I will ensure all attendees understand how to succeed in their hybrid careers, how leaders can inclusively manage global teams, how to address the well-being challenges that arise with remote work, and what actions allies can take in the hybrid world.

The hybrid workplace is our new challenge but the work of inclusion continues on. Let's learn how to connect with each other again.



HERE'S WHAT THEY SAY

TESTIMONIAL



"Michelle was amazing, plain and simple. If you want to learn more about the challenges we have... with respect to diversity and inclusion, there is no one better to address this than Michelle Silverthorn."

NAMWOLF



YOU BELONG HERE

WHAT EVERYONE SHOULD KNOW AND DO ABOUT IMPOSTOR SYNDROME

Do you ever walk into team meetings and feel out of place? Do you ever feel that no matter how perfect you do a job, it is never perfect enough? Do you constantly feel that someday, someone, somewhere will stand up, point their finger at you, and expose you for who you truly know you are – a fraud? This is impostor syndrome.

Impostor syndrome is the feeling that no matter how successful you are, those successes are undeserved, based not on skills or abilities, but rather on luck, timing, and the ability to hide oneself. The threats to both the individual and the workplace are clear, whether it's self-doubt before an important meeting, lack of engagement in the workplace, or constant turnover from those who simply feel like they do not belong.

The upside to impostor syndrome is that there is a solution. That's what I explore in **You Belong Here**.

I first discuss the roots of impostor syndrome and why high-performing professionals suffer self-doubt about their abilities, despite their demonstrated success in the workplace. I then address the effects of impostor syndrome, both on the individual's performance and on the workplace itself.

I then introduce you to the five most common impostor syndrome types – the Perfectionist, the Superhero, the Genius, the Rugged Individualist, and the Expert. Using numerous interactive activities and small group discussions if desired, we work together to provide these "impostors" with practical, individualized solutions to transform their mindset and claim their workplace success.

My goal is to create a professional environment where everyone can be confidently told this truth: **You Belong Here**.



THIS IS THE END GAME

WHAT SPONSORS AND PROTEGES NEED FOR SUCCESSFUL RELATIONSHIPS

It's an open secret how employees succeed in the workplace. Sponsors. Sponsors, far more than mentors, play crucial roles in getting their protégés high profile work, promotions, and a seat at the decision table. And yet while many women and marginalized employees have mentors, they often lack sponsors. They lack people who can provide them with access to exclusive networks, broadcast their achievements to senior executives, and ensure that they have the stretch assignments they need to succeed.

But how do you get a sponsor? What tasks must sponsors complete? How can they identify top performers who will soar? How can protégés ensure continued interest and investment in their careers? And how can organizations create environments that promote sponsorship while ensuring that all their employees are continually pushed to succeed?

This is the End Game covers the rules of sponsorship success and the hurdles that sponsorship must overcome. Because this *is* the end game, where we use sponsorship as a tool to effectively move women and marginalized professionals into positions of power. That is the victory that awaits a sponsor, a protégé, and the organization to which they both belong.



HERE'S WHAT THEY SAY

TESTIMONIAL



"As I wiped away tears every 15 minutes during your speech, it was a wonderful embracing experience. Your words empowered me more than you will ever know. I thank you for allowing me to feel ok in my own skin. I could never thank you enough for giving me another outlook on life and one of the best presentations I have come across in my life."

Pfizer



MICHELLE SILVERTHORN

INCLUSION AND BELONGING SPEAKER
BEST-SELLING AUTHOR,
FOUNDER & CEO OF INCLUSION NATION



Michelle Silverthorn is an award-winning global keynote speaker who believes each of us deserves to belong, thrive, and succeed. A graduate of Princeton University and the University of Michigan Law School, Michelle has lent her expertise to Fortune 500 companies, law firms, Hollywood studios, law schools and universities, and non-profits around the world. From eight-person workshops to 1000-person conferences, Michelle equips everyone with the necessary tools and skills to finally make real progress on belonging and inclusion.

Michelle is a TEDx speaker, a best-selling author, and was recently named by Inc. Magazine as one of the Top 250 Female Founders in the world. Her next book, ***This Is How You THRIVE: Six Steps to Authenticity, Success, and Fulfillment at Work***, will be released in 2025. You can receive her newsletter about authenticity, allyship, and inclusion every week at **[Monday Mornings with Michelle](#)**.

