Hennie SPENCER

Speaker Brochure

Simple Ideas. Practical Application. Powerful Results.

Work is faster, more complex and more demanding than ever, and the real performance differentiator is no longer effort, it's how well people sustain their energy, agency and connection over time. Leanne Spencer shows teams how to perform at a high level without burning out, using simple ideas that translate easily into real-world behaviour.

With two decades of corporate experience and more than a decade as a professional speaker, Leanne combines science, story and practical tools to make wellbeing a driver of high performance. Her talks explore one essential question. How do we stay human and high performing in a world that is too fast, too disconnected and too demanding?

Through her three signature frameworks - Cadence, BOND and SUSTAIN - audiences leave energised, clear on what to do next, and equipped with daily practices that drive lasting impact. Follow-up resources reinforce the message long after the keynote ends.

This isn't just a talk, it's an experience.

The Keynote Is Only the Beginning

A keynote with Leanne sparks momentum, but the real value is what happens after the applause. Every session is designed to create behaviour change that lasts, not just inspiration that fades by Monday morning. The aim is simple; people leave energised, clear on what to do next, and supported to consistently apply the ideas and concepts.

When you bring Leanne into your event you receive more than an engaging keynote. You receive practical frameworks, memorable stories, and tools that work in the real world, even during intense work periods. Leanne believes in making things simple, usable, and genuinely achievable. Her approach turns insight into action without adding pressure or complexity.

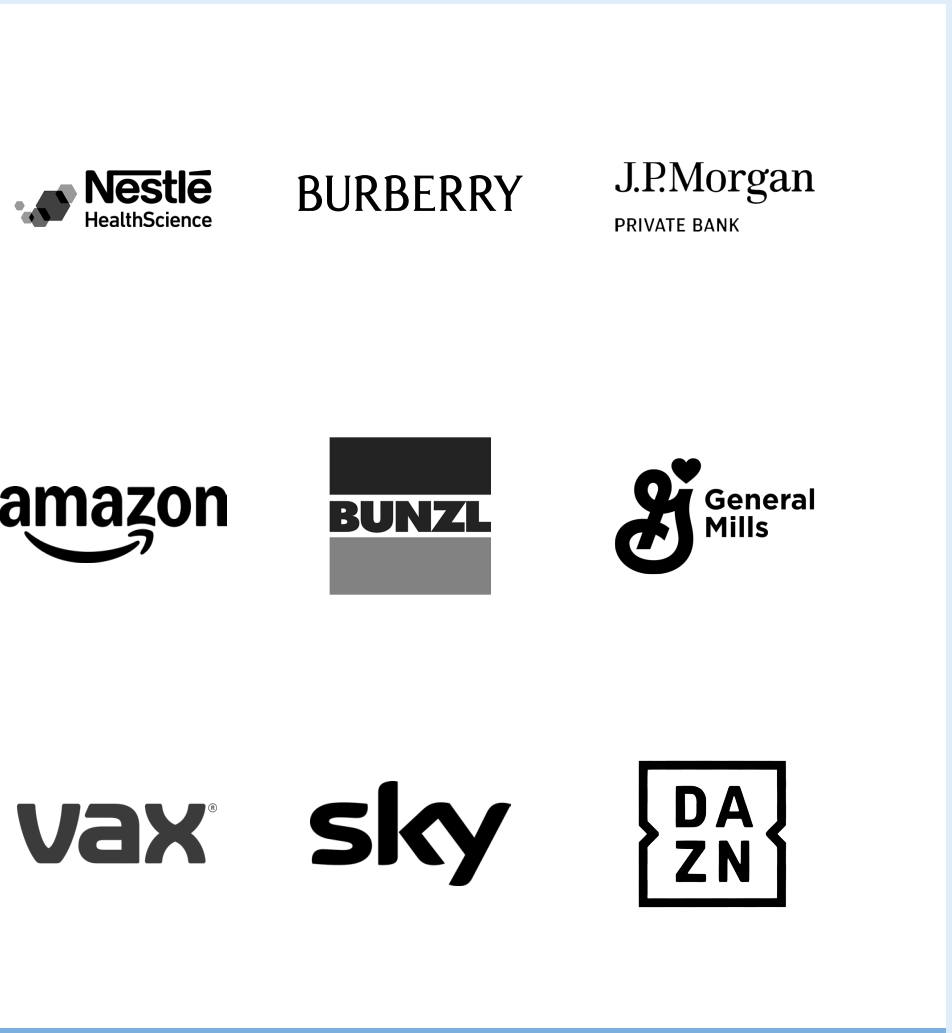
What You Actually Get

- **Measurable shifts in how people work**. Energy scores have risen by 26% after the adoption of Leanne's frameworks. Leaders track their high pressure events and teams build recovery rituals, directly contributing to sustainable performance improvements.
- **A common language your teams keep using**. People leave with frameworks they can reference in standups, one-to-ones and planning conversations. Many clients state they still use this language years later.
- **Recovery becomes a competitive advantage**. Recovery gives your people an edge when it is recognised as a high-performance strategy, not an indulgence. Leading in this way gives people permission to protect their energy and sustain high performance.

Clients

From global brands to growing teams, organisations work with Leanne for her rare blend of energy, insight and practicality. Her sessions create momentum that lasts, helping people reconnect to why their work matters, strengthen resilience and build habits they can sustain long after the event.

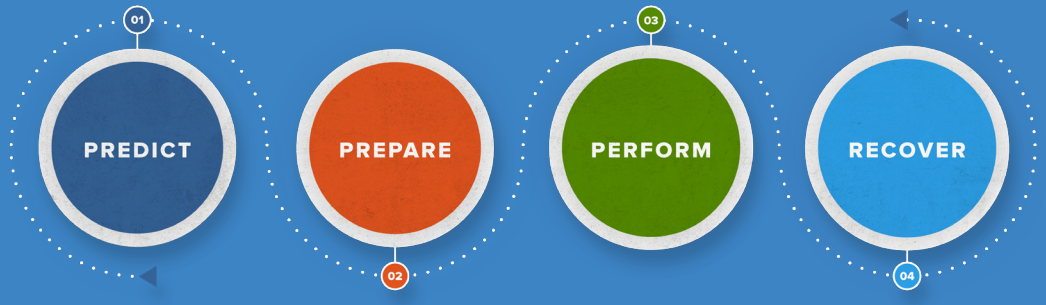
BOOK A CALL



The Cadence Approach

Modern work is fast. Expectations are high. People are under pressure to perform yet many are running low on energy. The Cadence Approach is a simple four step model that invites people to see themselves as business athletes. Instead of pushing constantly, we plan for peak effort, take recovery seriously and arrive ready for the moments that matter.

Cadence offers a realistic way to maintain performance without burning out. It is simple, it is proven, and it meets people where they are. Leanne brings the approach to life through storytelling, practical tools and humour that makes the message relatable and easy to absorb.



Predict
Look ahead and identify your equivalent of Wimbledons. Harness the power of anticipation.

Prepare
Make small upgrades to sleep, mindset, movement and capacity. Small changes, big impact.

Perform
Deliver with energy and presence when sustainable high performance is required.

Recover
Reset the nervous system. Use short slivers of recovery that compound over time.

Cadence is about managing energy intelligently. This keynote shows your teams how to thrive when it matters.

The BOND Approach

Community and connection, the next frontier of workplace wellbeing

High performance relies on relationships. Yet in an era of AI acceleration and hybrid working, people communicate constantly yet connect less. Collaboration becomes transactional rather than human. Trust is slower to form and belonging becomes challenged. Popular culture reinforces individual survival and betrayal as entertainment. In this environment resilience drops, communication fragments and people work harder but not always productively.

BOND rebuilds the human fabric of teams. It equips people with practical behaviours that restore trust, strengthen cohesion and create connection that holds under pressure. This keynote moves connection beyond sentiment. It becomes a performance advantage and a cultural asset.

The BOND model focuses on four behaviours that bring people closer

Boundaries and basics
What boundaries do you need to do your best thinking?

Own the connection
What are your most important relationships and how can you cultivate those?

Navigate with AI
Where can AI reduce your workload so you can spend more time with people?

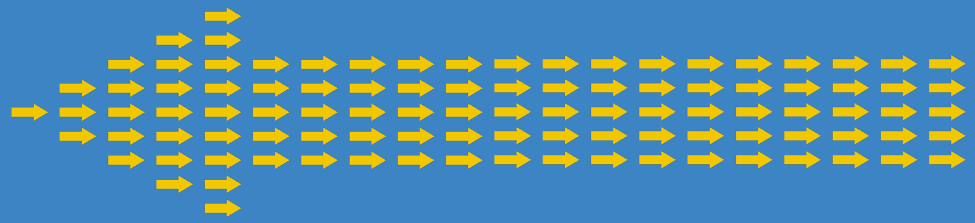
Do and Debrief
What actions will you commit to and when will you review what's worked?

BOND leaves teams more cohesive, more empathetic and more able to support performance in one another. Strong relationships are not a perk. They are the infrastructure that keeps people well and organisations winning.

The Sustain Framework

We live and work in a world of contradictions. We know rest supports productivity, yet we keep pushing. We want connection in our teams and organisations yet often work in ways that make it harder to create. We know what good wellbeing looks like yet struggle to practise it when pressure is high, especially in working cultures that quietly reward burnout.

These are not failures of willpower. They are paradoxes. And in a world moving faster than ever, the ability to hold two apparently conflicting truths at once is one of the most powerful skills a person can develop.



In this engaging and interactive keynote, Leanne uses storytelling and practical insight to help audiences understand the high-performance wellbeing paradox. Inspiring them to develop a paradox mindset, using her simple yet effective four-step framework. This unique approach gives your people practical tools they can apply immediately.

- Mindset shift: understanding the paradox mindset to navigate complexity, change and competing demands without defaulting to either/or thinking.
- Practical behaviours: the importance of psychological flexibility to build tolerance for ambiguity and greater adaptability under pressure.
- Cultural insights: reframing rest, recovery and boundaries as essential to sustainable high performance.
- Turning insight into action: how small habits and rituals can help sustain energy, resilience and performance over time.

The Leadership Paradox Masterclass

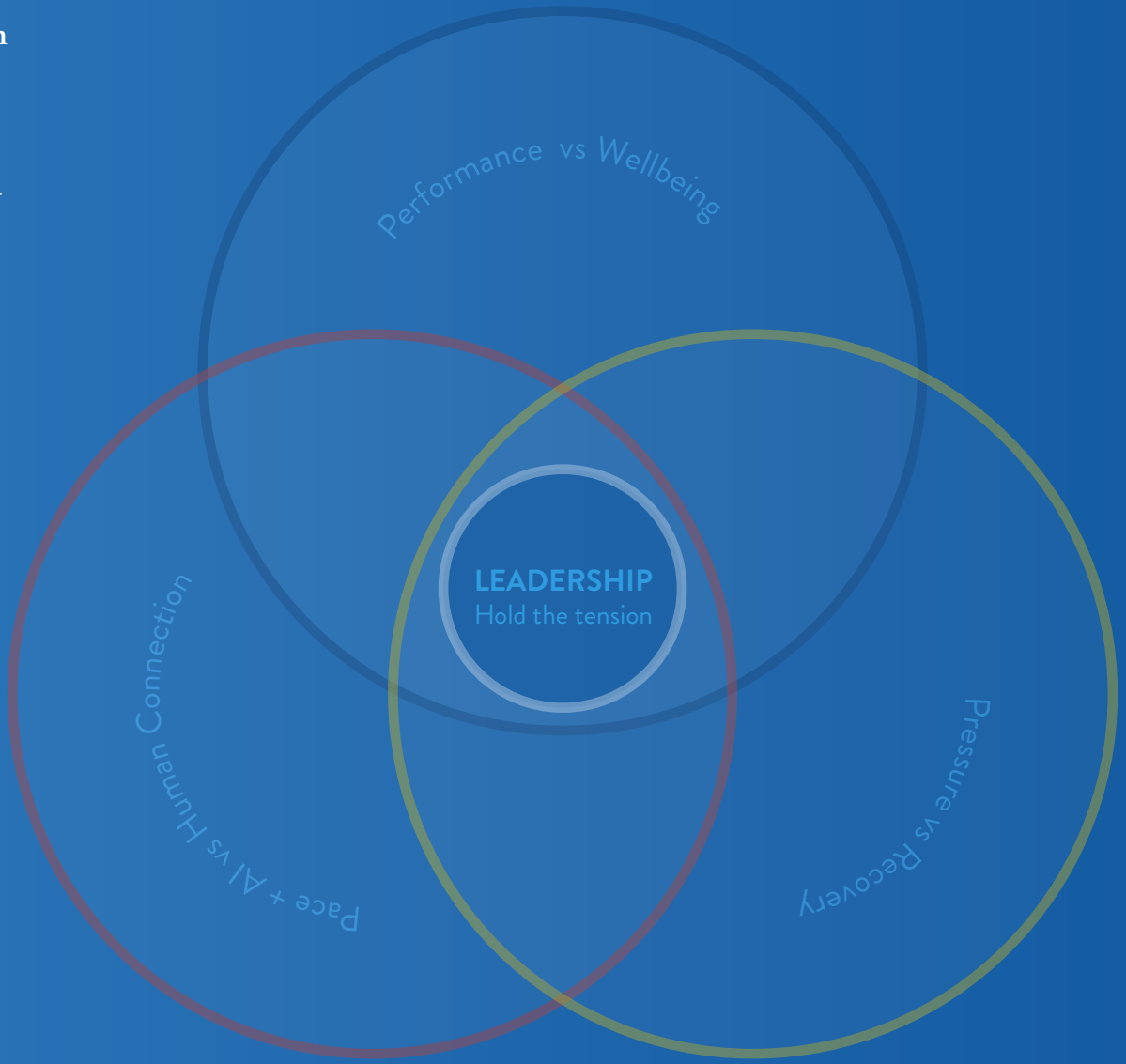
Navigate pressure, protect energy, bring out the best in your people

Today's leaders face a familiar trap: competing demands keep them in reaction mode, trust and connection are harder to sustain in modern working cultures, burnout risk rises, and wellbeing becomes the trade-off for performance.

The Leadership Paradox Masterclass breaks this cycle. Using Leanne's evidence backed frameworks, Cadence (sustainable energy), BOND (connection in the age of AI) and Sustain (holding wellbeing and performance together), leaders explore the tensions they face and develop practical ways to lead with greater awareness.

Tailored to your challenges, the masterclass creates space for reflection and problem solving. Leaders leave better equipped to anticipate pressure, manage recovery, strengthen trust, model sustainable behaviours and cascade these approaches to their teams.

Leaders emerge equipped to lead differently. Sustainable high performance becomes the culture, not the exception.



Mark Speak

MD Bunzl Retail

"Listening to Leanne talk about Cadence in 2022, just as I began my first MD role, gave me a framework that's been central ever since. You can't do it all, but you can be ready for the moments that matter - major conferences, critical meetings, key reviews. Each year, my assistant and I identify those moments and track progress weekly. I'm match fit more often in the game I play - better for my role, my team, my business and at home."

Booking Process

Step one. Enquire

Share your event details, date, audience and objectives. You will receive a response within one business day.

Step two. Align

A short call to clarify what success looks like. This ensures the keynote is tailored to your audience and desired outcomes.

Step three. Confirm

You receive a proposal with fees and logistics. Once the contract, invoice and payment are complete, the date is secured in Leanne's diary.

Step four. Deliver

Showtime! Leanne will bring energy, clarity and practical application to the room. Stories make the ideas memorable. Tools make them actionable.

Step five. Embed

Follow up resources reinforce key messages and help teams continue applying the ideas after the event. Lasting impact is the goal.

About Leanne

Leaders and teams in fast-paced organisations face a real tension: the pace of work keeps accelerating, change is constant, people are burning out, and energy and morale are dropping. Now AI is reshaping what work looks like too. Leanne built her three frameworks - Cadence, Sustain and BOND - from lived experience: burnout in a high-pressure City career gave her the clarity to understand what actually sustains performance. Over more than a decade, she's tested and refined them with organisations including Nestle, Amazon, Sky, Burberry and many more. She's authored two books on the topic, Cadence and Sustain, and delivered over 1,500 presentations. She works collaboratively with your organisation, building each session around what your people are facing, not generic theory.

Leanne SPENCER

Discover

www.leannespencer.co.uk

Get in touch

hello@leannespencer.co.uk

+44 0203 627 6010

Book a Call