Sherene McHENRY

THE People IQ ADVANTAGE®

Talks that embolden leaders, teams, and individuals to create healthy cultures where *people and organizations flourish*.

DR. SHERENE McHENRY, CSP®

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You don't want to burn out your best workers.

But if you don't address what pushes people to their limits, one thing is certain:

Turnover *NEVER* lies.

52%

of people who quit say their manager or organization could have kept them

2×

salary: what replacing one employee can cost

Source for both stats: Gallup

I work with organizations and associations who want to stop losing good people to burnout and poor leadership so they can build cultures where each individual flourishes, performance soars, and their best people stay.

Trusted by

Google · pwc · accenture · U.S. ARMY · Naval Nuclear Laboratory · Houston Methodist · YPO · American Bankers Association · University of Michigan · Auto-Owners Insurance · AGC The Construction Association · American Counseling Association · plante moran · True Value · Real Estate One · NOVOLEX · UC Riverside · IASA

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Hello

I'm Dr. Sherene McHenry

Former graduate professor with a PhD in Counseling turned full-time Certified Speaking Professional.

I can tell you what does and doesn't work when it comes to people, because I've spent a lifetime studying them, and living through the hard stuff myself.

As a kid who offered marital advice before I could drive, I learned early on to pay attention to what makes people tick.

After decades of observing, learning, and teaching, here's what I know: When we equip leaders and teams to interact in healthier ways, people and organizations flourish.

Let's start today by equipping leaders, teams, and individuals with what they need to better understand themselves—and each other.

Give me an hour, and I'll teach your audience skills that will last them a lifetime.

Scan to watch Sherene in action

"Sherene was a pleasure to work with and really listened to our needs. **She kept our leaders engaged, entertained, and inspired** with relevant information, humorous anecdotes, and practical tips.

Vanessa I. Davis
Human Resources Manager, Cummins Inc.

"Sherene provided tools for us to gain insights about each other... avoid frustration and burnout, and hold others accountable without angering them. **I've heard similar material before but never from a PhD that spent her whole life studying, living, and teaching it.**

Karen Paradis
Board Member & Leadership Workshop Coordinator, Lake Michigan Chapter, Society of Cable Telecommunications Engineers

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KEYNOTE ONE

Lead Smarter

Unleash Engagement with the 5 People Types

According to Gallup, only 31% of U.S. employees are actively engaged and committed to their work and workplace, 51% are passively disengaged, and a terrifying 18% are actively disengaged and trying to cause problems. That's 8 million fewer engaged employees than in 2020.

While it would be wonderful if everyone showed up, got along, and performed at the highest levels, Lackers, Slackers and Hackers exist and negatively impact organizational culture, engagement, and performance. And since managers account for 70% of the variance in team engagement, better leaders are the fastest path to better results.

In this riveting talk based on her book *Navigate: Understanding the Five Types of People*, Dr. Sherene McHenry introduces a simple yet powerful framework for recognizing the five key people types that shape our workplaces.

Audiences will learn how to bring out the best in themselves and each other, halt disruptive behaviors before they destroy morale, and protect high performers from burnout.

This program is ideal for:

- CEOs, senior executives, mid-level and emerging leaders who want to unleash the power of their teams and organizations.
- Organizations and associations who want to stop losing good people to poor leadership and build engaged teams where people want to stay.

Audiences will walk away with:

- The ability to identify different people types and their unique needs.
- Practical strategies for adjusting their leadership style to effectively manage and motivate others.
- Techniques to build trust, boost engagement, and maximize team performance.
- An understanding of how to set themselves and others up for success in and out of the workplace.

> "Dr. Sherene McHenry was a hit! I was particularly impressed how well **she held the attention of a room of CEOs for almost 3 hours!** The content was fantastic. We each learned not only how to help employees perform at a higher level, but be happier and more fulfilled.
>
> **Thaddeus Rex**
> CEO, The iTeams

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KEYNOTE TWO

Beat Burnout

Strategies for Sustained Performance—No Matter What

The world is changing and people are being asked to do more and more with less and less—which means burnout is calling. How do we decrease stress, reclaim our energy, and thrive under pressure? And when burnout wins, good people walk out the door, costing up to twice their salary to replace each one.

In this unexpectedly fun, lighthearted, and entertaining session, Dr. Sherene McHenry shares research-backed strategies designed to help stressed-out leaders and teams recharge their batteries, fill up their tanks, and weather any storm with energy, motivation, and focus.

Attendees will leave empowered with practical tools to prioritize self-care, find joy, and lead from a place of strength, so they can guide others to do the same.

This program is ideal for:

- Frazzled leaders and teams who want to increase their capacity, resilience, and effectiveness at work.
- Organizations and associations who want to stop losing good people to burnout and help their members fill up their tanks so they can keep going strong.

Audiences will walk away with:

- Strategies to minimize self-inflicted stress.
- Science-backed methods for regulating their emotions so they can build bandwidth and resilience.
- The inspiration they need to lead by example and positively impact the people around them.
- Practical tips to tap into moments of joy every day.

> “Sherene’s energy came right through the screen and I could tell her material really hit home with our attendees. Survey responses included statements like ‘I needed this more than I knew I did… Bring her back next year!’ **I would hire her again in a heartbeat.**
>
> **Ericka Hargis**
> Education & Events Coordinator, Multifamily NW

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KEYNOTE THREE

Solve Problems

How to Lead Crucial Conversations When Stakes Are High & Emotions Run Strong

While conflict is inevitable in organizations, it doesn't need to be a barrier to success.

In this dynamic talk, Dr. Sherene McHenry shares the gold standard for skillfully navigating people problems with care and confidence, including how to stop the alligators while they're little, so audiences can build high-performing teams that hold each other accountable.

Her framework for crucial conversations empowers attendees to frame difficult interactions in a way that promotes understanding, maintains boundaries, and leads to stronger relationships.

Leaders will walk away empowered and equipped to step up, tackle problems, and lead even more effectively. Because every conflict left unresolved costs time, morale, and eventually talent.

This program is ideal for:

- Leaders and teams who want to improve how they collaborate and achieve goals together.
- Organizations and associations seeking high-impact keynotes or breakouts tailored to address the unique challenges of today's workplace dynamics.

Audiences will walk away with:

- Techniques for framing crucial conversations to promote understanding.
- Strategies for handling pushback while maintaining boundaries.
- Approaches for addressing concerns and de-escalating conflict.
- The confidence to initiate and lead difficult interactions.

> "Sherene inspired me to stop the alligators while they are still little!... **I have already practiced, twice, nipping alligator bites in the bud** in the two short days since I heard Sherene.
>
> **Jason Kauffeld**
> Director of Group Relations, Green Lake Conference Center

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KEYNOTE FOUR

Build Safety

How to Build Psychologically Safe Cultures Where People and Organizations Flourish

In today's fast-paced, high-stress work environments, it's critical that we build cultures where people feel safe, valued, and empowered to thrive. Gallup's latest research shows fewer employees feel their opinions count at work, a warning sign for trust, engagement, and retention.

In this eye-opening session, Dr. Sherene McHenry, CSP, a Licensed Professional Counselor, shares proven strategies for identifying and addressing workplace bullies and covert disruptors who undermine and tear teams apart.

Attendees will learn to protect and promote psychological safety, build trust, and create cultures for the good of themselves, the good of their team, and the good of their organization.

This program is ideal for:

- Leaders and teams who want to create safe and high-performance workplace cultures where everyone can thrive.
- Organizations and associations seeking powerful keynotes or breakouts to equip people with strategies for fostering trust, open communication, and psychological safety at work.

Audiences will walk away with:

- A clear definition of psychological safety and its importance at work.
- Practical strategies for building cultures where everyone feels valued and encouraged to speak up.
- Actionable ways to identify and manage disruptive behaviors.
- An improved ability to facilitate open conversations that promote better collaboration.

> "**Sherene's presentation was fantastic, I just wanted to learn more.** She always brings relevant and helpful content and delivers it with stories and commentary that make it easy to understand and apply!
>
> **Rachel Perlmutter**
> Annual Conference Director, Professional Development Program, IASA

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3 Reasons

Why Meeting Professionals Love Working With Dr. Sherene McHenry, CSP.

Three decades on stage | 60+ presentations a year | Routinely rebooked

#1 Practical Takeaways

"Give me an hour, and I'll teach your audience skills that will last them a lifetime."

After three decades of practicing this work, Sherene tells the truth in a way that maximizes her chances of being heard and getting results.

She **makes the complex simple and doable** for audiences, breaking down key concepts and sharing formulas that save people decades of frustration and failure.

Sherene taught in an hour what I have attempted to teach in multi-day workshops. She has a remarkable capacity to distill her message into essential points and deliver her talks with humor and without distracting jargon.

Dr. Kathleen Dexter
Dean of Students, University of Maine at Augusta

Sherene is a thought-provoking, high-energy speaker who charms audiences with humor, motivation and compelling ideas. We were extremely pleased to see high marks from participants for her across the board. **We love to work with speakers who add value, and look forward to having Sherene back very soon.**

Luann Dunsford
CEO, Michigan Works! Association

#2 Lighthearted Presentations

"America's Favorite Aunt," Sherene was **born for the stage**—and making people laugh is one of her favorite things to do.

She instinctively approaches tough topics with **easy truths and a relatable humor** that keep audiences thoroughly entertained.

#3 Customized Programming

Sherene always dedicates herself to understanding the challenges her clients are facing, so she can meet audiences where they are with **relevant information, relatable content**, and **proven, real-world strategies** they can immediately put to use.

Everyone who works with Sherene raves about her ability to deeply listen in order to create **engaging presentations** that shine a light on what audiences can do differently—**STARTING TODAY**.

I've had the pleasure of hearing her speak for two different professional associations, and **both times I left feeling empowered and invigorated.** Sherene provides honest and relevant messages tailored to her audience.

Judy Helm
President, Financial Women in Texas

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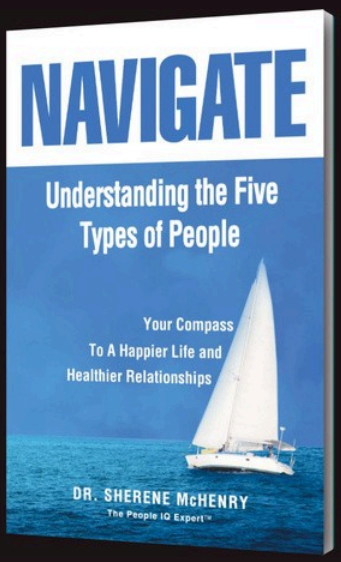
Books



Navigate

Understanding the Five Types of People

People are complex, but they don't have to be confusing. There are simple, practical things you can do to steer your way to success.

In *NAVIGATE*, uncover the five types of people we all encounter in and out of the workplace – High Flyers, Steady Gliders, Lackers, Slackers, and Hackers – and learn what it takes to create success with each archetype.

GET YOUR COPY

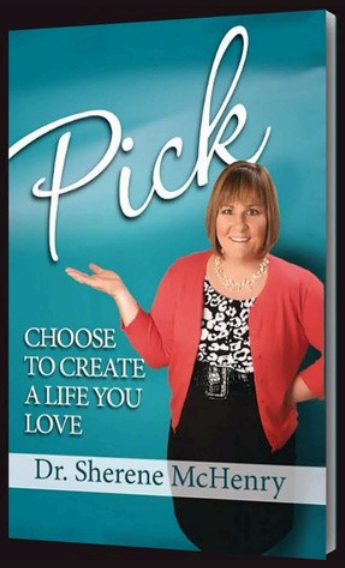
Pick

Choose to Create a Life You Love

While you don't always get to pick what happens to you, you ALWAYS get to pick your response.

Providing the insights, lessons, and techniques you need to overcome what holds you back, *Pick* empowers you to pick up the pace on realizing your potential, so you can create the life of your dreams.

GET YOUR COPY



Book bundles and flash cards are available for attendees, a great way to keep the learning going long after the event.

> "Sherene brought along copies of her book and book 'flash cards' **which the attendees loved** and took advantage of purchasing on the spot.
>
> **Jennifer Zerwer**
> Business Manager, Specialty Businesses, True Value Company

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READY TO BOOK SHERENE?

From Audience Member to Client

> "I was fortunate to see Sherene's presentation at a conference with my peers. At the time, I was struggling to address long-standing HR challenges in my organization. Sherene gave me an entirely fresh perspective on my role as a leader and shared important tools for managing people that I could not have found anywhere else. **My management skills and my ability to motivate my staff improved immediately.** Later, I invited Sherene to speak to the membership of my association. The audience was captivated throughout and the response was extremely positive. She's an engaging and entertaining speaker with an enlightening message that anyone would benefit from receiving.
>
> **Jennifer Woodward**
> Executive Vice President, AGC of Texas

FORMATS
Keynotes | Breakouts | Workshops | Lunch-and-Learns | Virtual (Certified Virtual Presenter)

ALSO AVAILABLE
Women's leadership keynotes and breakouts

IDEAL FOR
Conferences, leadership retreats, and teams in government, nonprofits, healthcare, financial services, and higher education.

EVERY BOOKING INCLUDES
Direct access to Sherene from booking to event day, a pre-event planning call, content customized to your audience, and a short promo video to boost attendance.

Scan to watch
Sherene in action

Check Sherene's fees and availability. When you reach out, it's Sherene you get.

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