

*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

“People may be complex, but they don’t have to be confusing.”

# 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.



Building healthy cultures where everyone is energized to contribute requires **HOPE** that things can be different, and the **SKILLS** to make it so.

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"People may be complex, but they don't have to be confusing."

*Sherene*  
McHENRY

*Hello*

**I'm Dr. Sherene McHenry**

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



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

**I can tell you what does and doesn't work when it comes to people, because I've spent a lifetime studying them.**

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.

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

*"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 effortlessly related to an audience of hundreds with just the right amount of humor and heart when diving into sensitive topics. She possesses everything you want in a speaker."*

**JENNIFER ZERWER**  
Business Manager - Specialty Businesses, True Value Company

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**KEYNOTE ONE**

## Lead Smarter

### Unleash Engagement with the 5 People Types

According to Gallup, only 33% of US employees report being actively engaged and committed to their work and workplace, 50% report being passively disengaged, and a terrifying 17% admit to being actively disengaged and trying to cause problems.

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.

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 boost people engagement and cultivate collaborative cultures.

#### **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?

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 looking for impactful presentations to help their members maintain momentum so they sustain their impact without burnout.

#### 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.

*"I love Sherene's energy! She is engaging and funny."*

*It's great to be given permission to care for myself which will help me be a better leader."*

**DAWNA BAXTER**

RN Clinical Supervisor, Southland Home Health



**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, so audiences understand how to contribute to 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 deeper understanding.

Leaders will walk away empowered and equipped to step up, tackle problems, and lead even more effectively.

#### 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 is the only speaker who has taught me how to actually do conflict resolution."*

*If you have any influence at work, there is great value to what Sherene has to share."*

**ROY MOORE**

Certified Salesforce Admin and Developer TradeKing

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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.

In this eye-opening session, Dr. Sherene McHenry, CSP, 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 PERIMUTTER**  
Annual Conference Director, IASA

# 3 Reasons

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

#1

### Practical Takeaways

*"Give me an hour, and I'll give you skills that will last a lifetime."*

After practicing this work for 35 years, 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. KATHY DEXTER**  
Dean of Students, University of Maine 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**.

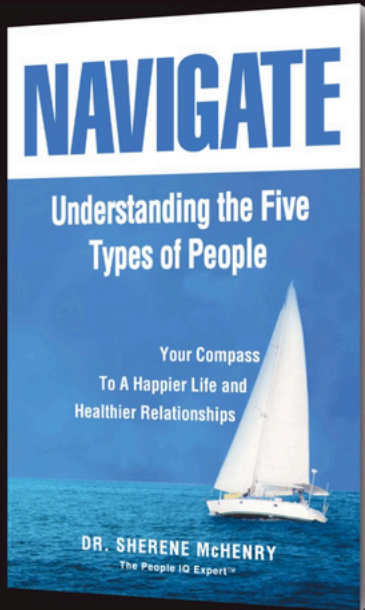
*"Sherene was wonderful to work with during the planning stages. She was very accommodating to our needs."*

*Our audience was very happy with the programming. Sherene is a dynamic, upbeat, and knowledgeable speaker. We highly recommend her!"*

**DR. JENNIFER WILSON**  
Professor of Pharmacy, Wingate University

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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

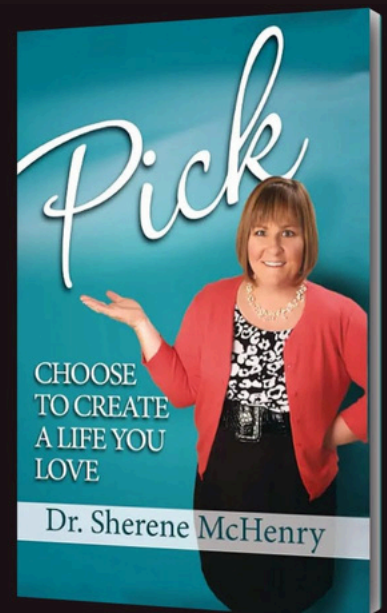
## Pick

### 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



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