

KEYNOTE: IN-PERSON OR VIRTUAL

BE BETTER THAN YOUR BS

THE GAME HAS CHANGED!

In *Be Better Than Your BS*, Risha Grant dives into the heart of cultural transformation, beginning with personal growth and radiating outward into the workplace and beyond. Her core message is simple but powerful: better people create better cultures. When individuals commit to recognizing and challenging their biases, they lay the foundation for more authentic, connected, and high-performing teams. Through her concept of the *BiaSphere*—the inherited beliefs and biases that shape how we see ourselves and others—Risha helps audiences confront their internal barriers to create a culture where everyone can show up, be seen, and feel valued.

BUT THIS ISN'T JUST ABOUT THEORY—IT'S ABOUT ACTION.

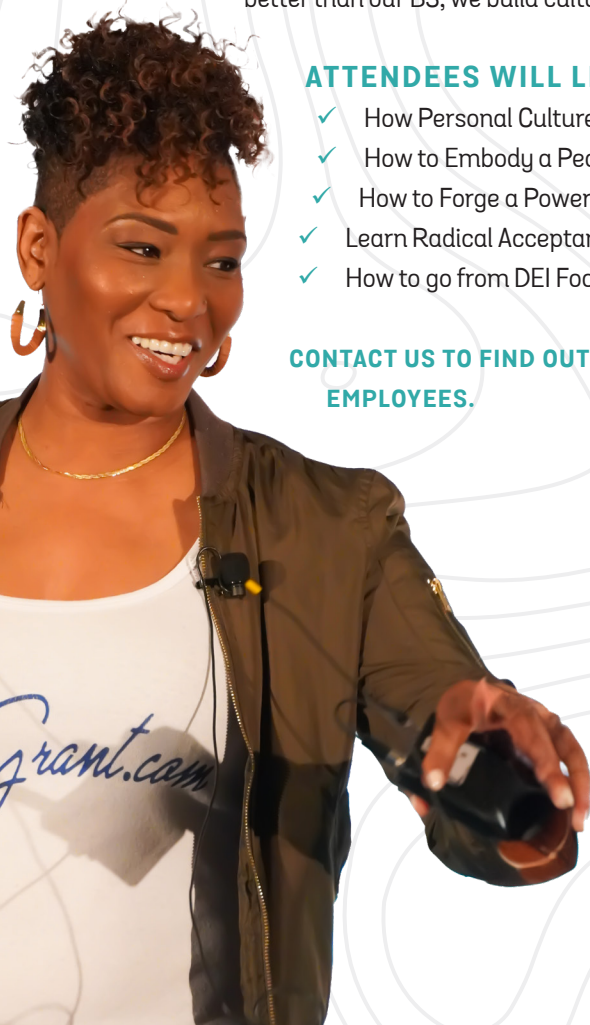
Risha's *BET Framework* (Bias, Empathy, and Transparency) offers a practical, people-centered approach to building winning workplace cultures. In today's world, companies often silo initiatives like DEI, employee wellness, and leadership development. Risha challenges organizations to break free from those disconnected efforts and instead integrate them into a cohesive, human-focused culture that thrives from the inside out.

With 25 years of business experience, personal stories that resonate, and a track record of guiding global companies to cultural success, Risha delivers more than just inspiration—she provides a playbook for sustainable change. Named one of the top ten most powerful women in HR and a *Wall Street Journal* best-selling author, she brings the authenticity, passion, and strategy needed to move beyond surface-level change and into transformational results. Whether you're looking to boost morale, increase innovation, or create a more inclusive environment, Risha's message is clear: when we commit to being better than our BS, we build cultures that connect, engage, and win—together.

ATTENDEES WILL LEAVE THIS KEYNOTE UNDERSTANDING

- ✓ How Personal Culture Empowers Company Culture
- ✓ How to Embody a People First Mentality to Connect Culture
- ✓ How to Forge a Powerful Connection between Leaders, Teams, and Customers
- ✓ Learn Radical Acceptance to Embrace Authenticity
- ✓ How to go from DEI Focused to DEI Infused

CONTACT US TO FIND OUT HOW THIS SPEECH CAN BE CUSTOMIZED FOR YOUR LEADERS, TEAMS AND EMPLOYEES.



"Risha did a fabulous job reminding us that everyone needs "to be the change" in understanding diversity and inclusion in order to affect a long-term, organizational cultural change. She reminded us the starting point is for people to "unpack your boxes" and look at how they deal with bias. She provided us with a great introduction to a very important issue that requires our attention. I highly recommend her to any business or district looking to have someone who genuinely connects with her audience and knows how to read a community."

MICHAEL GIARDINA

ASSISTANT SUPERINTENDENT FOR HR,
MINISINK VALLEY CENTRAL SCHOOL DISTRICT