



BOSS UP,
Say Bye to BS,
LEAD BETTER

SG
RISHA GRANT



LEAD
BETTER

THE GAME HAS CHANGED.

Disruption isn't creeping up on your organization—it's staring you dead in the face, daring you to ignore it!

Amidst global chaos, unpredictable politics, the assault of AI, and the endless struggle for work-life balance, the need to adapt has never been more urgent. The old-school methods just won't cut it anymore. Is your leadership program stuck in the nineties? Yeah, that's like bringing a flip phone to a smartphone party! It ain't gonna work in today's hustle.

NEED PROOF?

Look around—organizations everywhere are drowning in dysfunction, with disconnected cultures, teams that ain't vibing and disengaged employees. It's an organizational mess, and if you wanna come out on top, you gotta shake things up.

YOU SHOULDN'T HAVE TO GO THROUGH HELL TO MAKE PROGRESS!

Boosted sales, engaged cultures, inclusive teams, and making sure everyone feels safe doesn't happen by accident! They happen with intentional leadership. The reality? Yesterday's leadership programs won't work for today's problems. You need something that punches back, something that evolves with you and your team in real-time.

YOU NEED LEAD**BETTER**

OUR APPROACH

Introducing LeadBETter

LeadBETter equips you and your team to kick adversity and disruption in the ass. Risha empowers you and your team to transcend personal and organizational barriers and cultivate a people-first environment that's ripe for goal-crushing, team cohesion, and cultural connection. Let's get one thing straight—this isn't some magic trick. It's hard work, led by badass leaders who aren't afraid to get their hands dirty, understand the power of empathy, and live to make a difference.

It starts with our exclusive system, the BET on You Framework.

ENTER LEADBETTER'S MODEL: BET ON YOU!

It's time to stop talking about it and start being about it. Your personal leadership growth creates a chain reaction; it fuels your team's hustle, morale, and connections, and leads to satisfied customers. Risha kicks your leadership in gear by tackling three core areas:



B – BREAKDOWN THE BS

It's time to break down the BS that keeps you stuck in an ineffective and uninspiring cycle. During this stage of the process, you'll challenge the limiting beliefs and biases that influence your behavior and drag you down. With deep self-reflection and insights from your crew, you will tap into your leadership mojo by embracing your unique perspective. Once you kick your BS to the curb, you will level up your leadership game and bring some serious energy to your team.



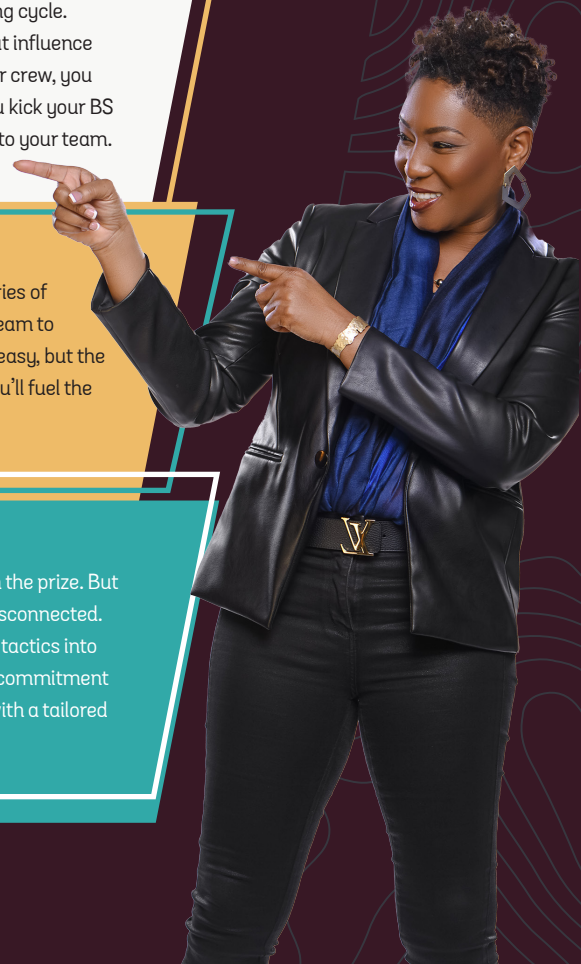
E – ENGAGE WITH EMPATHY

With the BS out in front of you, it's time to link up with your crew. Through a series of workshops, skill-building sessions, and solo grind time, you will roll with your team to identify unmet needs, seize opportunities, and celebrate wins. This grind ain't easy, but the payoff? Epic. Only by solidifying your team as a tight-knit crew of trust that you'll fuel the drive to smash those crucial goals.



T – TACKLE THE TACTICS

You've crushed the BS, owned your leadership game, and set the team's sights on the prize. But talk is cheap without action – leadership dreams stay dreams, and teams stay disconnected. It's time to make moves. This is where you roll out the playbook, putting real-deal tactics into play to make those team dreams a reality. With your team you'll create a culture commitment that spells out your shared vision for kicking butt and bouncing back. Take flight with a tailored plan that propels you toward peak leadership prowess.



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.

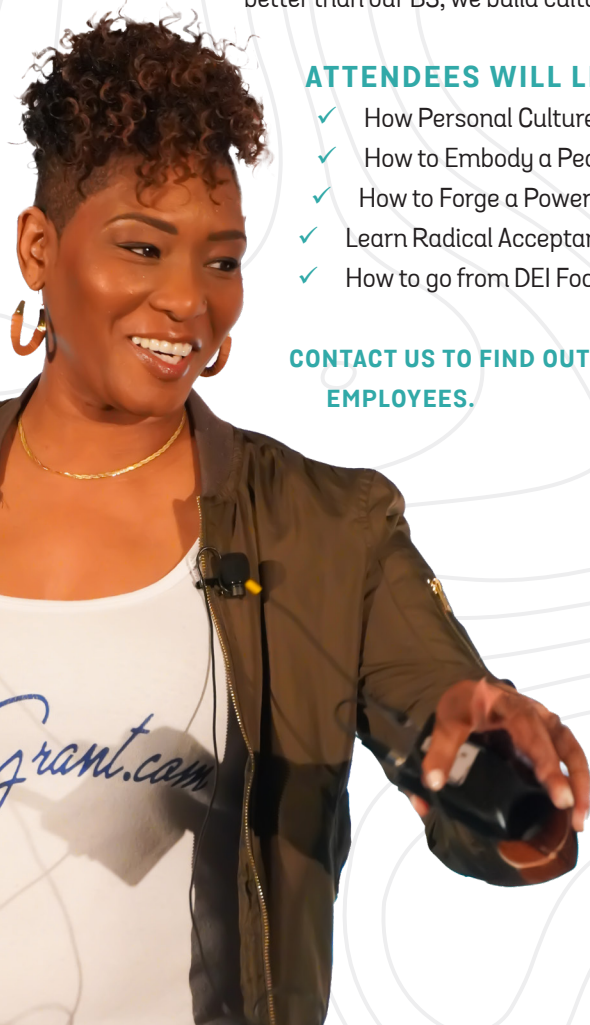
Risha's *BET Framework* (Bias, Empathy, and Transparency) offers a practical, people-centered approach to building winning workplace cultures. In today's world, companies often silo initiatives like DEI, employee wellness, and leadership development. Risha challenges organizations to break free from 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

KEYNOTE: IN-PERSON OR VIRTUAL

GET RID OF THE BS & BUILD AN INCLUSIVE CULTURE

WHETHER IMPLICIT OR CONSCIOUS, BIAS IS THE NUMBER ONE THREAT TO HUMANITY AND ANY COMPANY'S SUCCESS.

If your company's goal is to create cohesiveness within your organization, increase revenue, be innovative and elevate your reputation—the bias in your workforce and community is a roadblock. You know the problem. Getting Rid of the BS is your answer.

ATTENDEE LEARNING OUTCOMES

Throughout this session, Diversity & Inclusion speaker Risha Grant allows attendees to express their biases, while giving them easily applicable tools to get over them, however screwed up they may be. Although diversity can often be an uncomfortable topic, Risha's approach helps attendees to understand the concept, without feeling bored, judged or blamed.

ATTENDEES WILL LEAVE THIS KEYNOTE UNDERSTANDING

- ✓ Diversity, Equity & Inclusion
- ✓ A thorough awareness of biases
- ✓ A realization of how biases originated
- ✓ A recognition of the symptoms and results of bias
- ✓ Tools to address bias internally and externally
- ✓ Benefits of Building a Culture of Inclusion
- ✓ The stuff she thinks is important (that you should write down) as you establish your inclusive culture.

The bottom line is, when you need an extraordinary facilitator—who is clear-eyed, compassionate, and unafraid to work on implicit bias—call Risha.

She steered the conversation to illustrate the unacknowledged, unaware white privilege that was underneath many of the exchanges among the participants, yet always created an environment of safety. Risha is uniquely equipped to lead your people forward into better territory where everybody wins.

TONY BOTTI

MANAGER, BEHAVIORAL HEALTH SERVICE AND
STUDENT COUNSELING AND MENTAL HEALTH
SERVICE, HARVARD UNIVERSITY



KEYNOTE: IN-PERSON OR VIRTUAL

FROM B.S. TO BREAKTHROUGH

TURN PERSONAL CULTURE INTO CORPORATE TRANSFORMATION

Culture starts with you. In this bold and eye-opening talk, Risha breaks down how your personal vibe—your beliefs, values, and how you show up—sets the tone for everything around you, including the teams you lead and the environment established in the workplace. If you want to change the game in your organization, you've got to start by owning your personal culture and calling out the BS that's holding you back. This speech is about taking accountability for your energy, owning your story, and turning your BS into the blueprint for transformation—personally and professionally. It's about becoming the spark that ignites a cultural shift, starting with you.

ATTENDEES WILL LEAVE THIS KEYNOTE UNDERSTANDING

- ✓ Flip your personal culture into a foundation for trust and connection.
- ✓ Align who you are with how you lead, so your impact is authentic and lasting.
- ✓ Transform your personal growth into organizational wins that ripple through your team.
- ✓ Learn how your personal culture shows up through the BS Archetypes



Risha's presentation, *Authenticity is Everything*, was a candid discussion on how to identify and get rid of our biases so that we can show up as our authentic selves. The feedback from this discussion was overwhelming!

Our members appreciated the safe space for discussion, asked thought-provoking questions that Risha answered truthfully, and walked away with tools on how to examine and overcome their own biases. Risha has such a dynamic personality that was felt even through the virtual environment (although I bet seeing her in person is even better!) and a disarming manner that made it easy for us to engage with her. If you're looking for an energetic, no BS speaker to engage your organization on some tough topics, hire Risha.

LEAH CLEARY

DIRECTOR OF EDUCATION AND PROGRAMING,
NESTLE PURINA WOMEN LEADERS FORUM

LEADERSHIP OPTIONS

OPTIONS FOR EVERY LEADERSHIP NEED

LeadBETter's got your back with programs designed to unleash your team's full potential while transforming your leaders into empathetic, emotionally intelligent, goal-crushing legends. Take your pick from our lineup of tailored-for-you programs:

LeadBETter 1:1

1:1: Personalized coaching for leaders ready to level up.

Elevate your leadership game with personalized coaching and guidance. Say goodbye to team drama and setbacks caused by lackluster leadership. Risha's here to coach your leaders into powerhouses, cultivating a BS-free culture that breeds success.

What's included?

- ✓ Leadership Assessment
- ✓ Team Culture Commitment Facilitation
- ✓ Flexible structure to suit any leader's style and schedule
- ✓ 1:1 Leader Coaching

LeadBETter TEAMS

Customized strategies to build exceptional teams.

Ready to assemble a dream team? One that's tight-knit, driven, and smashing goals left and right? Risha's got the playbook to assess and eliminate the BS within your team, unlocking each member's full potential. Exceptional teams thrive under exceptional leadership.

What's included?

- ✓ Team BS Assessment
- ✓ Customized Coaching
- ✓ Team Coaching Sessions

LeadBETter Mastermind

Join a community of leaders committed to success.

Step into a space of real talk and peer learning, where obstacles are conquered and success is the name of the game. Led by Risha, this mastermind offers a safe haven for genuine conversations, tearing down corporate walls to tackle challenges head-on and foster authentic connections.

What's included?

- ✓ Cohort-Based Structure
- ✓ Facilitated Conversations on Tough Topics
- ✓ Peer Feedback & Reflection

LeadBetHER

The struggle is real when it comes to climbing the leadership ladder. It's no secret that women find themselves at the bottom of every leadership stat that exists. Let's keep it real. Women ain't had it easy in these corporate streets. This program is all about tackling the BS that women face in leadership, whether you're running the show in your company or leading a team. We're bringing a coaching style that's straight-up and tailored to help you overcome the challenges in a male-dominated world. So, if you're ready to own your power and break through barriers, this is for you.



LEADBETTER

PUTTING IT ALL TOGETHER

LeadBETter Packages

1

NOTHING BUT NET

This package is designed to flip the script on organizational problems from the top-down. We're talking about getting leaders and team members locked into the same rigorous, fun, accountability-driven program. The goal? Bringing every single member of the company together under one mission: forging trust-powered teams that are primed to bring their A-Game. When you're packing all three of these offerings, you're making sure that leadership at every level and in every team is on the same page and fully committed to leveling up. It's all about being BETter, together.

LEADBETTER 1:1 + LEADBETTER MASTERMIND + LEADBETTER TEAMS

2

THE BIG LEAGUES

This package is all about leveling up leadership. We're talking one-on-one coaching paired with top-notch team training led by one of the baddest Culture Coaches in the game. Leaders come together to spot what the organization needs. We're not sugar-coating it; we're digging deep into the stuff that messes with effectiveness. Leaders are keeping it real, holding themselves and their crew accountable for the team's wins and losses. Then, they're crafting a tactical game plan to take the organization to the next level.

LEADBETTER 1:1 + LEADBETTER MASTERMIND

3

THE HUDDLE

This package is a deep dive into the team vibes. This is perfect for companies where the leaders are on the same page, but the teams are hitting roadblocks. Whether it's rapid growth, turnover headaches, goal misses, or drama, this package guides team members and leaders through the fire and into that collaborative sweet spot.

LEADBETTER 1:1 + LEADBETTER TEAMS

STILL ON THE BENCH?

HERE'S WHY YOU SHOULD GET IN THE GAME

- 👉 Equip your leaders and teams to overcome obstacles and achieve greatness.
- 👉 Build a culture of trust, feedback, and honesty led with DEI-infused concepts.
- 👉 Develop resilient, empathetic leaders who lead with clarity and compassion.
- 👉 Transform personal growth into social change, boosting team performance and morale.



ABOUT RISHA

Motivated by her passion to correct societal “isms” like racism, sexism, classism and plain old stupidism, it is Risha Grant’s personal mission to expose the subtleties and values of Diversity, Equity & Inclusion while shining a light on the impacts they create. From her race, gender and lifestyle choices, to growing a small business and tackling economic, moral, and business issues, every area of her life intersects diversity.

Founder & CEO of Risha Grant LLC, an award-winning diversity consulting and communications firm, as well as an edgy, educational and motivational speaker, author Risha Grant is an internationally renowned diversity, inclusion and bias expert. She covers these topics through different media including Risha Talks, her online courses and in her book, *That’s BS! How Bias Synapse Disrupts Inclusive Cultures and the Power to Attract Diverse Markets*.

Risha uses honest, humorous, and vulnerable storytelling to motivate audiences to embrace the inner tough work of Radical Acceptance while honoring Diversity, Equity & Inclusion without evoking feelings of judgement or assigning blame. Her audiences leave with shifted hearts and minds that lead them to treat others with empathy, kindness and compassion.

These audiences have included Google, Levi Strauss, Nestle Purina, Xerox, YouTube, Procter & Gamble, Discover Card Financial Services, Samsung Electronics America, Cox Communications, Wells Fargo, USAA, U.S. Airforce, U.S. Navy, Intuit, Federal Reserve Bank of Kansas City, NBA’s Oklahoma City Thunder, and Harvard University, to name a few.

She’s been featured in *Forbes*, *Harvard Business Review*, *HR News*, *The Financial Times*, *Glamour Magazine UK*, *Off Script*, *Bloomberg Media*, *Black Enterprise*, *Radioactive Radio*, *Take the Lead Radio*, *The Dream Catcher* podcast, *Money for Life* podcast, among other local, national and international media.

Risha has received numerous honors such as being named one of the Top 10 Most Powerful Women Leaders in HR by PeopleHum in 2021, 40 Top Women Keynote Speakers by Real Leaders, NBA OKC Thunder Changemaker Award and Top 100 HR Expert as well as 1 in 9 Speakers Turning Crisis into Opportunity by Entrepreneur magazine in 2020, three years consecutive Engagedly Top 100 HR Influencers in 2019, 2020 and 2021, 2018 Inclusive Leadership Award, and Entrepreneur of the Year 2017.

In her no-holds-barred style, renowned Diversity & Inclusion thought leader Risha Grant teaches and empowers attendees about unconscious bias, microaggressions and other actions that perpetuate discrimination and inequality. Audiences leave with easily applied principles for finding respect, understanding and inclusion both personally and professionally.



A SAMPLE OF THE CLIENTS THAT TRUST RISHA

T Mobile



Microsoft



**HARVARD
UNIVERSITY**

DISCOVER

Google