



ANESE CAVANAUGH

Experiential Keynotes, Workshops, and Events



Support innovation,
build trust, and develop
authentically positive
leadership.



Dramatically different signature keynotes, workshops, and events.

Is your organization focused on the right things to create true cultural transformation, leading innovation, and high-performing teams? Are you becoming the type of organization you want to be? Are you addressing the real, underlying (and often very intangible) issues that hinder leadership, impact, and resiliency?

You cannot innovate, build trust, and create your best work in a culture of burnout. Friday Happy Hours, 90-minute workshops, and measuring 'engagement' won't solve your people, retention, leadership, or innovation problems.

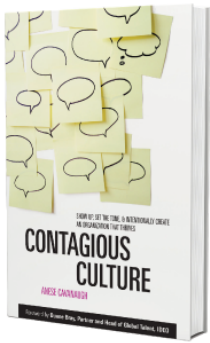
What will? A culture of accountability, understanding, and engaging the energy of your workforce; a culture of leaders who show up, are responsible for the energy they bring to the table, and who will BE leaders, rather than just 'doing' leadership duties and checking a box.

Our sessions are custom-crafted for your event and ideal for Chief People Officers, Chief Executive Officers, Chief Innovation Officers, Chief Safety & Wellness Officers, Chief Revenue Officers and other top leaders who have a vested interest in being the market leader in innovation, people, and impact.

ANESE HAS BEEN FEATURED ON SOME OF THE MOST PROMINENT CONFERENCE AND CORPORATE EVENT STAGES



Thought Leadership & Resources for Future-Focused Leaders and Organizations
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CONTAGIOUS CULTURE

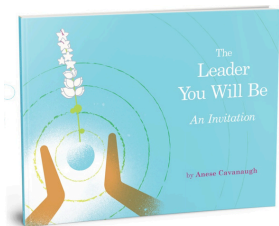
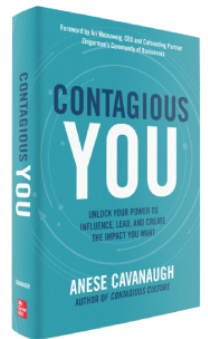
Show Up, Set the Tone, and Intentionally Create an Organization That Thrives

We are now in a new age of leadership. With increased competition, connectivity, and opportunities, this dynamic era requires a workplace culture that is collaborative, productive, energized, and inspiring for every member of the workforce. In “Contagious Culture,” you’ll learn the IEP Method®, developed by Anese Cavanaugh, to empower leaders at all levels to cultivate their presence and influence. A healthy and authentically positive workplace culture starts with you: showing up, setting the tone, and igniting action.

CONTAGIOUS YOU

Unlock Your Power to Influence, Lead, and Create the Impact You Want

In “Contagious You,” Anese Cavanaugh shifts her focus from organizational culture to individual impact, revealing how each person's energy and intention can profoundly influence others. By practicing the IEP Method®, leaders can create contagious impact and foster a positive work environment, regardless of their role within the organization. Through practical guidance and exercises, readers will develop their energetic awareness, enhance leadership accountability, and cultivate their Intentional Energetic Presence® for sustainable personal and cultural transformation.



THE LEADER YOU WILL BE: AN INVITATION

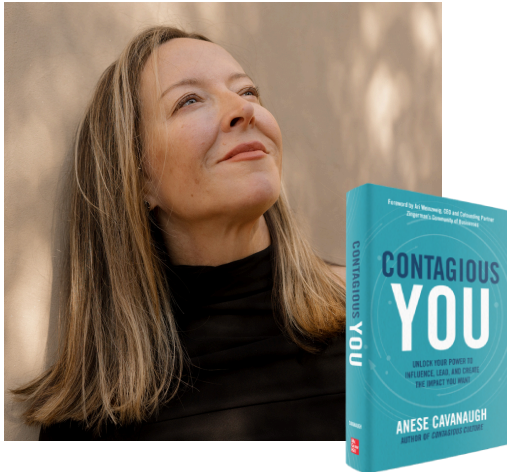
This short book serves as an illustrated tribute to the journey of becoming a leader; capturing behaviors, intentions, actions, and leadership “ways of being” that have been witnessed, experienced, and taught by Anese in her work with business leaders, organizations, and individuals around the world. As a leadership advisor and lover of the human spirit, Anese has performed “The Leader You Will Be” as a poem on numerous stages. It’s now available as a companion book, ideal for pairing with special keynotes and integrating into ACI’s strategic coaching and training programs.

“In ‘Contagious Culture,’ Anese Cavanaugh has identified the elusive secret ingredient of great leadership that hundreds, if not thousands, of other books on the topic have missed. She calls it Intentional Energetic Presence® (IEP), and it will change the way you run your business.”

Bo Burlingham
Editor-at-large, Inc. Magazine

COMING SOON

Inquire about Anese’s new books coming soon, including releases of the post-pandemic editions of “Contagious Culture” and “Contagious You” with updated data and retrospective insights.



Your Presence IS Your Impact

Activate Your Leadership and
Congruency and Become the
Leader You Will Be

As leaders, we work hard to inspire others, build meaningful relationships, and create lasting change within our organizations. Yet, despite our best efforts — whether through learning new skills, launching initiatives, attending therapy, or doing all the "right" things — we often find ourselves overwhelmed, reworking tasks, burning out, and unintentionally damaging relationships. In our rush to improve, we frequently overlook our most valuable leadership asset: our presence.

Your presence is your impact, and when you reflect on challenges like burnout, rework, lost time, misalignment, conflict, poor results, or feeling unseen, a lack of presence is often the root cause. Fortunately, by activating your Intentional Energetic Presence® (IEP), you can regain control, improve relationships, and lead more effectively.

In this experiential keynote, Anese leverages insights from her book *Contagious You* to explore the concept of presence and its critical connection to leadership. She dismantles the three biggest myths that hinder presence, explores how presence is tied to your relationship with yourself, and demonstrates how strengthening your energetic presence helps you build resilience from external pressures and supports your ability to effectively inspire yourself and influence others.

You'll learn how presence impacts teams, relationships, and everyday interactions — from boardrooms to personal dynamics. Anese will share practical strategies to quickly recover from energetic misalignment, navigate low-energy environments, and align the collective energy of teams. Her message is clear: when you own your energy, align with yourself, and approach leadership with intentionality and presence, you can transform your impact.

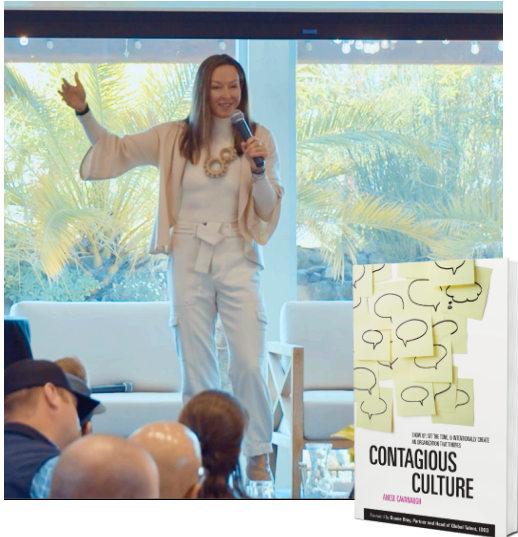
Available Components:

- Keynote
- Group Resource for Follow-Up
- Executive Session

"Anese on a stage is the embodiment of her message: intentional, energetic and completely present. She is leadership personified.

Captivated and inspired, you will leave thinking 'I can do that!'"

*Blair Enns, Author of the
Win Without Pitching Manifesto*



CONTAGIOUS CULTURE

Activate Your Workforce to
Unlock Authentic Positivity and
Sustainable Resiliency

It's a common misconception that leadership development and culture change can be transformed through strengths assessments, feedback frameworks, or an emotional intelligence workshop. While these 'outside-in' approaches are marketed widely, they rarely lead to lasting leadership behavior changes or genuine culture shifts. True and sustainable transformation begins from the inside out — through how you show up every day and the Intentional Energetic Presence® (IEP) you bring.

In this insightful session, Anese dismantles the three greatest myths that undermine sustainable organizational health today, showing how to foster a contagious, positively contagious culture — whether in person or remote.

You'll learn how real culture change starts with you, and how the IEP Method® creates energy accountability that drives collaboration, open communication, trust, and resilience.

With transformative tools and frameworks, this session equips you to position your culture for long-term success, ensuring authentic positivity and resilience across your organization.

Available Components:

- Keynote
- Group Resource for Follow-Up
- Executive Session

"Anese Cavanaugh's keynote for Henry Ford Health System not only resonated, inspired, and energized our people, the application of what we experienced made an immediate impact (and is still continuing to ripple a month after).

The application of Anese's work and the impact of her presence continues to grow and is absolutely contagious."

Patricia Seagram
Vice President, Human Resources North Market
Henry Ford Health System



Engagement is the Past, Energy is NOW

Activate Your Leadership and Workforce
for Greater Innovation and Performance

The true pulse of your company's success can't be measured by engagement surveys — it's driven by the energy and vitality of your leadership and workforce. While many companies rely on engagement metrics to assess workforce health, they often miss three crucial truths: engagement is a lagging indicator (by the time you measure it, the damage is done); energy can be shifted instantly to create a more engaged and productive future; and it's up to every leader to create true culture transformation.

Year after year, organizations invest billions in engagement initiatives and training programs, yet continue to face losses from disengagement, eroding trust, and declining retention rates. To cultivate a truly healthy organization that drives sustainable innovation and results, leaders must move beyond surface-level programs and quick-fix culture solutions, and adopt a fresh approach that builds deeper trust, transparency, and collaboration.

In this inspiring session, Anese Cavanaugh introduces a forward-thinking approach rooted in the IEP Methodology, designed to break through outdated practices, help leaders to grow and perform better, and create lasting culture change. You'll discover how to activate your own leadership energy and identify the culture and innovation blind spots you may not even realize exist.

Available Components:

- Keynote
- Conference Breakout
- Group Resource for Follow-Up
- Executive Special Session

Companion Book Options (TBD based upon venue, desired impact, and audience):

- Contagious You
- Contagious Culture
- The Leader You Will Be

"Anese gave a heartfelt, fully-realized keynote to our attendees that was both endearing and inspiring. As the last speaker of a powerful event dedicated to the women of our industry, Anese was a stand-out presenter and we couldn't have been happier with all she delivered. Insightful, entertaining, and supportive, just like Anese herself.

She also conducted a detailed breakout of her IEP Method® that really resonated with our audience."

Joe Webb
WIA Executive Board



Session Formats

Our keynotes are designed with intention to support workplace culture and leadership development. We can customize the session to fit your unique needs, and any topic may be delivered as an experiential keynote (45-90 minutes), an experiential interactive talk (60-120 minutes), or a 3-hour immersion training or executive session.

A KEYNOTE TAILORED TO YOUR NEEDS

Session Format Options

Experiential Keynote

45-90 minutes

Best for opening or closing your conference*

Experiential Interactive Talk

60-120 minutes

Best for a smaller room to allow for discussion and intimate Q&A*

Immersion Training / Executive Session

3 Hours

Supports groups of leaders who are ready for rapid and sustainable change

**A strategic post-session breakout pairs well with these formats. See next page for example breakouts.*

Integration + Impact Accelerators

Anese's keynotes are customized to the unique needs of your audience and can be blended for optimal impact. Each keynote pairs with our published books, actionable frameworks, and easy-to-implement tools so that participants can walk away with immediate resources to support their learning and keep the momentum alive long after the session is complete.

Contact us to explore your unique needs.

Our discovery process includes an intake form and connection call to discuss your event, your intended outcomes, and which session(s) and tools are the ideal choice to create the most powerful experience for your audience, event, and return on investment.

activechoices.com/contact

"We've experienced Anese's keynote at our Executive Summit as well as working privately with our executive team, and I highly recommend her. Anese brings to any stage a blend of effervescence combined with tangible impact and immediately actionable principles and frameworks. She authentically creates safeness and intimacy in the room — no matter how large or small the audience.

Anese is the person to bring in if you want to create an immediate shift in the field of your experience and create a greater level of impact that will carry forward way beyond the event. Her presence on stage and with our audience members throughout our event brought an extra level of energy, intentionality, and care, and inspired a greater level of presence in the room for the entire day. And even from her short time with our executive team, we are already seeing the ripple effects in our workforce. Her devotion to her work, her commitment to the audience, and ensuring that the event is not just a 'motivational talk' or a 'quick fix' is impressive and deeply appreciated."

*Miles Everson
CEO, MBO Partners*

ADD-ONS AND STRATEGIC BREAKOUTS

Based on your group's goals and desired outcomes, we can also incorporate strategic and topical add-ons and breakout sessions to dig deeper into tangible impact for your audience. View the sample topics below, and feel free to request our recommendations for best practices for the greatest audience impact and return on investment.

Sheep Happens: A Leadersheep Journey

Does life happen to you or for you? Do people follow you because they want to or because they have to? When leadership and life get tough, do you react with frustration, or do you respond thoughtfully and take the opportunity to regroup and reset? We believe that every challenge presents a choice to elevate your leadership and impact, and the decisions you make shape both your results and the leader you're becoming. In this memorable session, Anese shares a captivating, personal story about how an unexpected sheep invasion became a powerful lesson for her, her family, and her organization. Attendees will leave with an inspiring metaphor for leadership growth, along with five key takeaways on what to know, do, and embody when "Sheep Happens."

The Leader You Will Be

"Showing Up" is the foundation of effective leadership — and a fulfilling life. But what does it truly mean to Show Up, and how can you cultivate this as a key competency for yourself and your team? When life is busy and complex, how do you become the leader you're meant to be? This special talk, which can be delivered as a 10-minute performance or a full keynote, explores the journey of "becoming" a leader within your organization. Drawing on Anese's leadership storybook, first brought to the stage in 2018, the talk weaves her core message, customized to resonate with your organization or industry. It can also feature elements such as the "7 Essential Promises to Self" or themes from her "Becoming" talk. To make your event truly memorable, the session can conclude with a custom poem written specifically for the occasion.

"I heard Anese Cavanaugh deliver The Leader You Will Be poem at an event and it immediately stuck with me. It's fast-moving and fun, but its message is quite powerful: these are the qualities, characteristics and behaviors that any leader should espouse. What she's written rings so true: showing up and being really present is almost the entire battle." —J. Cason

LeaderCare: Take Care of Yourself, Create More Impact in the World

In this talk, Anese shares the power of using intention, service, and self-care as magic, how to use the IEP Method® and your Intentional Energetic Presence® (IEP) to create impact, and provides frameworks for up-leveling leadership presence and (positive) contagiousness. Participants will learn the "4Ps of Self-Partnership" (the antidote to burnout), integrate new insights around how they show up and take care of themselves, and build their own direct connection between self-care and the impact and success they can create in their lives.

The 5 Steps to Intentional Impact

In any industry or workplace interaction, leaders have the power to create positive influence and intentional impact for themselves and others. In this session, Anese guides participants to build awareness and develop their leadership skills to set intentions, take aligned action, and create authentically positive impact — even when things don't go as planned. This experiential session is ideal for all types of leaders, whether you're responsible for sales, fulfillment, relationships, development, or performance and growth. Learn to create space for psychological safety and build your leadership confidence no matter what the situation with the 5 Steps to Intentional Impact.

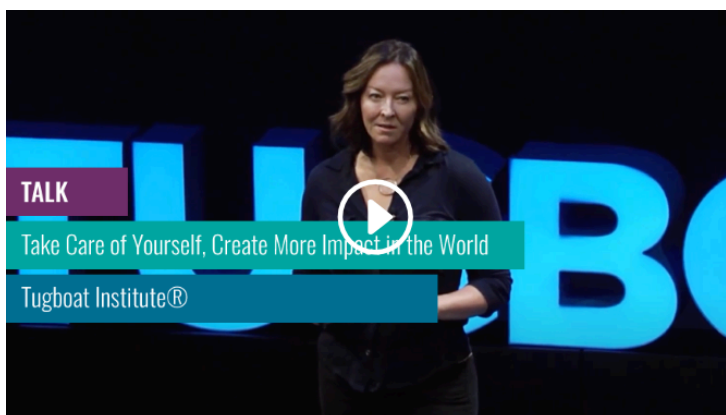
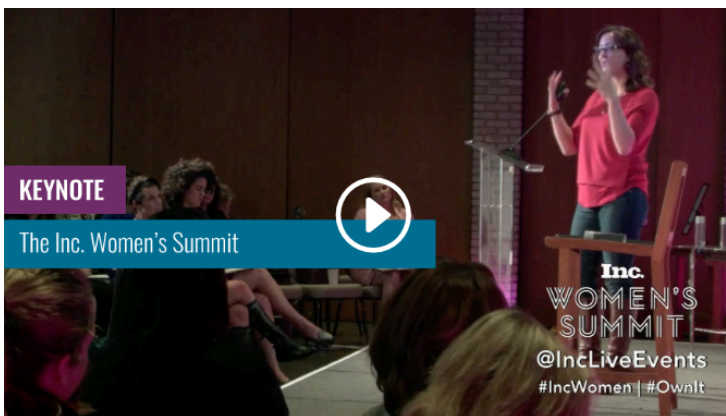
How to Create a Culture of Innovation & Creativity

In this session, Anese teaches how the level of innovation and creativity in a company is directly correlated to the health of its organizational culture. By focusing on Intentional Energetic Presence® (IEP) from an individual and holistic workforce perspective, you can empower and ground your people in leadership skills and mindsets that create a culture of innovation and allow for greater risk taking, quality feedback giving and receiving, and collaborating without silos. Participants will learn, practice, reflect, and connect on best practices to increase innovation and creativity at the individual AND company level using the IEP Method®.

Our sessions are customized for your event, your goals, the energetic transformation you want to inspire, and the specific challenges and opportunities that your organization/audience is facing today.



Experiential Keynotes. Dynamically Different.



Watch Anese in Action

Click on the video images to view previously keynotes and stages featuring Anese Cavanaugh.



Use the QR code above to visit our website to watch additional videos and learn more.

Ready to Get Started?

Use the links below to get in touch!

If you have event details ready to share, add your information to the virtual / in-person event intake form for faster support.

✓ **Inquire About Availability**



✓ **Virtual Event Intake Form**



✓ **In-Person Event Intake Form**



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