45-MINUTE KEYNOTE

THRIVING THROUGH CHANGE

Aligning the Human System for Sustainable Performance

Change is no longer something organizations prepare for - it is the reality they are operating within. Yet many leaders and teams feel stretched, reactive, and fatigued, despite constant effort and investment.

Thriving Through Change reframes what it takes to move forward in complexity.

Margaret Graziano

In this engaging and thought-provoking keynote, Margaret Graziano explores how positive change occurs in human systems - and why alignment, not pressure, is the missing ingredient in most change efforts.

Rather than managing behavior or forcing outcomes, Margaret invites leaders to focus on what truly drives results: the conditions people are working in.

Drawing on decades of work in organizational culture and human systems, this talk distills change into three essential principles that allow individuals, teams, and organizations to respond with clarity, resilience, and purpose:

CREATE THE CONDITIONS

Thriving begins with the environment. Trust, clarity, shared agreements, and sound data create the foundation for engagement and alignment.

WORK THE MIDDLE

All meaningful change moves through uncertainty. Leaders develop ResponseAgility—the ability to regulate energy, remain present, and respond intentionally rather than reactively—so teams can navigate complexity without fragmentation or burnout.

LET IT LAND

Change only becomes real when it is integrated. Learning, ownership, and reinforcement transform effort into reliability and momentum.

THRIVING THROUGH CHANGE

Participants leave with a deeper understanding of how leader energy, presence, and awareness shape culture—and how aligned human systems reduce friction, increase FLOW, and unlock collective intelligence.

Thriving Through Change is not about doing more.

It is about aligning what already exists—so people and organizations can adapt, perform, and grow without losing themselves in the process.

Audiences walk away with:

- A clear, human-centered framework for navigating continual change
- Practical insight into developing ResponseAgility at individual and team levels
- Tools for reducing friction and increasing FLOW during uncertainty
- Greater clarity about their role in shaping culture and outcomes
- Renewed confidence in their capacity to lead and thrive through change

Margaret Graziano