



Elise Ahenkorah

LEAD STRATEGIST AND
KEYNOTE SPEAKER

SPEAKER KIT



Elise Ahenkorah – MBA, PROSCI, CCIP, CTDP, CPHR (C)

Lead Strategist and Keynote Speaker, Inclusion Factor

15+

Awards
Received

94%

NPS
Training
Score

20K+

Employees
Trained
Worldwide

13

Industries
Served

200+

Happy
Clients

Elise Ahenkorah is the Founder, Lead Strategist, and a sought-after keynote speaker at Inclusion Factor, a global workplace culture and inclusion firm that helps organizations strengthen leadership, team effectiveness, and performance.

With over 15 years of experience across corporate, public, academic, and nonprofit sectors in Canada and internationally, Elise has advised more than 200 organizations, including IBM, Google, the World Bank, Bayer, the London School of Economics, and McGill University.

Her work spans 13+ industries and includes supporting complex, unionized, and global workforces of up to 150,000 employees.

Elise specializes in how leadership behaviour, decision-making, and everyday management practices shape psychological safety, collaboration, and results, particularly during periods of change and uncertainty. Known for her practical, results-focused approach, she helps leaders reduce people-related risk and sustain strong performance in complex environments.

Elise was recently named one of the Women's Executive Network Top 100 Most Powerful Women in Canada.



SPEAKING TOPICS

L'ORÉAL
PARIS
WOMEN of
WORTH



Honouree: Elise Konada Abenkorob

Dame Helen Mirren



AI's Real ROI Starts With People

As AI moves faster, leaders face a decision: replace people through automation or help people do more and do it better through augmentation.

This keynote cuts through the hype to show what leading organizations are actually doing to protect performance as they adopt AI. The strongest results come from pairing AI with good leadership, clear expectations, and teams that trust each other. When AI is used to support learning, judgment, and collaboration, performance improves and talent stays.

Leaders leave with a clear, practical way to use AI as a talent performance strategy that delivers real ROI over time.

AS SEEN IN AVENUE MAGAZINE **Globe & Mail** HR Insider CBC

**Leading Through Uncertainty:
How Psychological Safety Drives
Change That Sticks**

Change fails when people don't feel safe enough to ask questions, challenge decisions, or admit what's not working.

This session shows leaders how to use psychological safety as a practical change management tool to communicate clearly, manage resistance, and keep teams performing during change.

**Authentic Leadership Across
Differences**

Learn how today's leaders build trust and psychological safety across generations, identities, and perspectives.

This session focuses on practical tools to strengthen communication, navigate differences, and keep teams performing in a rapidly changing world of work.



Testimonials

Inclusion Factor has partnered with innovative companies worldwide, from Fortune 500s to fast-growing startups, to design impactful belonging and employee experience strategies. Hear from our clients about the results we've achieved together.

For more testimonials, visit [our site](#).

Pride at Work Canada has welcomed Elise as a speaker and presenter several times.

We are consistently impressed by her ability to explain and unpack complicated concepts in terms that everyone can understand. She uses humour and storytelling to take her audience on a journey of discovery, and she provides practical tools for them to apply their new knowledge right away.

Her wealth of experience consulting on a range of topics across many of Canada's key industries shines through in all of her work.

- Colin Druhan - Executive Director, Pride at Work Canada



I cannot say enough about Elise and Inclusion Factor. Her expertise and passion for excellence enabled our organization to build out our inclusion implementation plan in a manner that was thoughtful, clear and with purpose.



Elise is a true professional and took the time to share her knowledge and teach us (thank you for your patience, Elise!). On top of being a talented practitioner, Elise is kind, thoughtful and caring. This is the powerful combination that is nothing short of inspiring. Truly thankful to work with Elise.

-Janine Pajot CDI.D, GCB.B - Vice President - HR, Bayer Canada



Testimonials



CBC/Radio-Canada invited Elise to speak at an event about Gender Parity. I think I can speak for all of our staff in saying we are in unanimous agreement that Elise is an incredibly knowledgeable and captivating speaker.

She is incredibly insightful and possesses the ability to break down difficult concepts into simple understandings; especially for folks who do not work in the inclusion world.

Elise not only provided knowledge on this topic, but she also provided us with key strategies and actionable items on how CBC/RC can move beyond parity. We would gladly have her back and I would recommend her to any organization.

- Justine K. - Talent and Culture Lead, CBC/Radio-Canada

At WM, we were lucky to find Elise; Elise provided an informative and eye-opening session. This session ensured we had the building blocks to translate intentions into actions.

She made the concepts easy to understand, relevant to our company, and experiences our team members would have. Elise not only facilitated an engaging session but Elise also provided tangible takeaway items that we could continue the conversation even after the session was over. Elise is very eloquent, engaging and exceptionally well-versed in taking steps to change.

As Elise said, "it's about progress - not perfection," and you can't make progress without first steps. I thoroughly recommend Elise and Inclusion Factor or any organization that needs a refresh, a boost or a starting point.

-Kim Doherty - Sales and Culture Lead, Waste Management (WM) Inc.





Testimonials

Elise has been an incredible partner to Saje. She delivered a powerful, informative, and impactful leadership development session.



I highly recommend Elise to any organization who is committed to learning and growing in belonging and employee experience practices. Elise provided incredible content and space for development and curiosity in her sessions. This continues to be content myself and my team references for our practices.

Elise has also continued to be a thinking partner and supporter for us as a company for follow up questions along the journey of learning. We are very thankful for Elise as a partner to Saje.

- Zuleika Sgro, CHRL - Chief People Officer, Saje Natural Wellness

YMCA Calgary is on a mission to become a place where everyone feels like they belong. Along our journey, we've had the privilege of working with Elise through both Sr. Leadership & Board-level activities.



Elise is the epitome of professionalism and through her deep knowledge & experience, has led us through transformative discussions and reflection. She guides, listens, and challenges in all the best ways. Elise is also a skilled strategist, having helped us both assess and plan a number of activities related to our commitment to diversity, equity, inclusion and belonging.

Most recently, Elise delivered a workshop for our Board of Directors to further embed our practices at Board-level. The impact was felt not only in that moment, but afterwards, as our Board continues to honour & practice our values related to inclusion. Elise was the catalyst for Board-led 'inclusion moments' at Board meetings, and made us think deeply about representation & lived experience on our Board itself.

Elise is a talented practitioner and more so, a leader in our community. I'm proud to work with her and unreservedly recommend her as a partner to any Board, leader, or organization.

- Shannon Doram, ICD.D - President and CEO, YMCA Calgary



WHO SHE WORKS WITH

Elise works with organizations ranging from Fortune 500 companies to startups and nonprofits.

She has an award-winning track record of delivering tailored keynotes and leadership sessions that address real-world challenges, strengthen leadership capability, and improve team performance.

WHAT YOU CAN EXPECT

Elise delivers engaging talks that mix sharp insight, humour, and practical tools, helping leaders make sense of complex challenges and act on them right away.



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GET IN TOUCH

Navigating change, strengthening leadership, or improving how teams work together?

Elise delivers tailored keynotes and sessions that drive meaningful, measurable impact.

Didn't see the topic you need? Reach out to create a session designed specifically for your audience.