

Suzanne Doyle-Morris, PhD Author

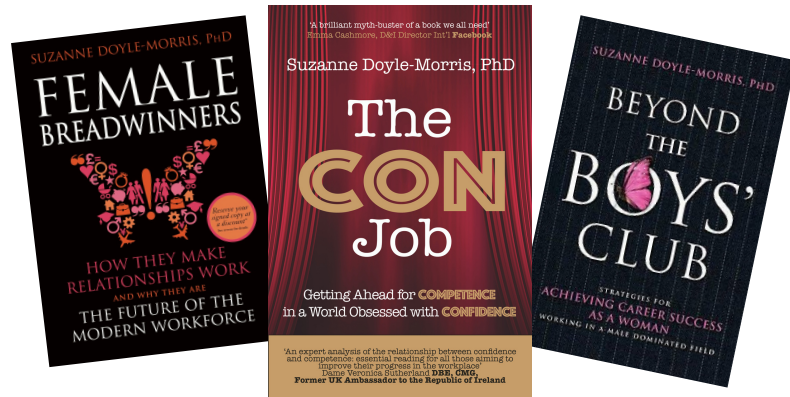
Speaker & Gender Balance Expert

Talks that get audiences thinking, laughing & changing

The strongest teams benefit from the diversity of thought that comes from a mix of races, nationalities, ages, gender and backgrounds. Dr Doyle-Morris' bottom line? Inclusive leaders create the most engaged, innovative and therefore profitable teams. Dr Doyle-Morris received her PhD from the University of Cambridge, where she focused on the experiences of women working in male-dominated fields and now focuses on the professional services and STEM fields.

She is the author of '[Beyond the Boys' Club: Strategies for Achieving Career Success as a Woman Working in a Male-Dominated Field](#)' and '[Female Breadwinners: How They Make Relationships Work and Why They are the Future of the Modern Workplace](#)'. In 2020, she released '[The Con Job: Getting Ahead for Competence in a World Obsessed with Confidence](#)'

Beginning her specialism 25 years ago, Dr Doyle-Morris was among the first to speak on the role of gender balance in promoting innovation in modern organisations. Bringing a multi-cultural background to her work, she has worked in Australia, the US, UK, Ireland and Scotland and also advised organisations from Europe to the Middle East. She has also created award-winning e-learning on D&I issues. Her talks are drawn from her three books, her consultancy and coaching work.



Interactive Keynotes (Live or via Webinar)

1. 'Getting Ahead for Competence in a World Obsessed with Confidence'

You're skilled, but do you feel overlooked at work? If you've ever felt passed over or that you need to put on a 'show' in order to get ahead - this is the presentation for you. Not progressing is too often blamed on 'lack of confidence', but this hoax misses genuine capability.

This means we fail to get the right people into the best jobs. Let's redefine confidence, to make it less about doing a 'song and dance' and more about who actually knows their stuff. Not with gimmicks, but by getting credit for your valuable skills and hard-earned insights - your competence. This presentation, drawn from 'The Con Job' will give you the skills you need to:

- Capitalise on what you are doing well to silence the 'imposter'
- Convince others to value your hard-earned experience
- Redefine confidence so it doesn't continue to advantage the 'status quo'

2. 'Building Resilience in Uncertain Times'

2020 was certainly not like 2019, and every year going forward will have challenges we can't even yet imagine. In an era when facing climate change, racial justice, economic inequalities and living with Covid have never been more important, you'll need resilience

In her most personal talk yet, author and organisational advisor, Dr Doyle-Morris will draw on her own experiences as a business owner to concentrate on 3 key skills any professional must to maintain the fortitude they'll need to get through current, and certainly future turbulence. This presentation focuses on how to:

- Acknowledge your hard-earned evolution
- Choose your partnerships well
- Appreciate even 'bumpy' journeys

*Supporting Workshops for this content - page 3.



In terms of feedback, we started with "I think I have been waiting for this call all my life!" and closed with "Really great session with lots of takeaways - including knowing colleagues are feeling similarly to me."

- Nicola Lancaster, Senior Legal Counsel, DS/UP/IG PCRO Shell Intn'l Ltd

Her message was very powerful and simple: "No one cares as much about your career as you do!" It was a terrific session and we are already looking forward to having Suzanne come back.

- Jane Moran CIO, Unilever



3. 'What's your Ripple Effect? Personally Reducing Bias for Wider Impact'

Many 21st century employers recognise a diversity of perspectives and experiences is the only way to succeed in a rapidly changing global marketplace and talent pool.

However, even well-intentioned employees can overlook the unintended consequences; the 'ripple effects' of poor people decisions. Using over 20 years of consultancy in growing more inclusive cultures, Dr Doyle-Morris will focus on:

- Moving the needle on equalities via better allyship
- Standing up to toxic behaviour for a stronger culture
- Rewarding employees for values, not just their value

4. 'How Proactive Companies Adapt to the Rise of Female Breadwinners'

Organisations must adapt to the rising tide of women who are the main earners for their family, which has changed the face of both the modern workplace and the future talent force.

Drawing from her second book '[Female Breadwinners](#)', Dr Doyle-Morris then addresses how organisations and individuals can evolve to retain and develop key talent for the future. This includes:

- Rewarding 'quiet leadership'
- Moving mentoring towards sponsorship
- Highlighting the internal 'inclusion heroes' and the pockets of best practice they create

5. 'Moving Beyond the Boys' Club: Raising Your Profile Without Selling Your Soul'

A firm favourite since it accompanied her first book; '[Beyond the Boys' Club](#)', Dr Doyle-Morris uses this presentation to offer tangible strategies that benefit both female and male audience members. She helps people own their achievements to become comfortable with self-promotion for themselves and their teams, to get the recognition they deserve. Building on her long-standing coaching practice and academic research, Dr Doyle-Morris focuses on:

- Getting comfortable with being '80% perfect'
- 'Tooting your own horn' whilst maintaining your credibility and authenticity
- Recognising you won't get to the next level without delegating more at both work and home

What works best for your audience?

These presentations are customised for online interaction with attendees for up to 90 minutes. They are often paired with either a panel discussion or Q&A with Dr Doyle-Morris.



Suzanne is one of my favourite presenters, not only is she entertaining and forthright, she also has fascinating insights and provides practical tips and advice which can be put to immediate benefit. A pleasure to have at events.

- Laura King, Partner,
Clifford Chance



2 different events and the feedback couldn't have been stronger; very high attendance, especially for an online event, fantastic panel facilitation, phenomenal engagement via the chat boxes and question tool, that Suzanne creatively encouraged and no one left the virtual room - all huge wins!

-Berenice Mann, Snr. Marketing
Manager, Arm

We offer a two-stage programme for promoting competence above confidence, with discounted & signed books as an option to embed and deepen the learning.

Stage 1. Getting Ahead for Competence in a World Obsessed with Confidence

During 'Getting Ahead for Competence in a World Obsessed with Confidence' interactive keynote Dr Suzanne Doyle-Morris will deliver a presentation highlighting the vital differences between confidence and competence, and how they have often been confused and misinterpreted in the workplace, as discussed in 'The Con Job'.

Format:

- up to 90 minutes in duration
- potential panel discussion facilitated by SDM or Q&A
- virtual delivery on platform of your choice
- potential recording rights for intranet usage

Stage 2. Workshop Options to Embed the Learning

Tactical solutions building on the Stage 1 event

A. Authentic Confidence for Aspiring Professionals

Too frequently those with 'showy confidence' are promoted above their competence level, dearly costing organisations, teams and skilled individuals the roles they deserve.

The way forward is to ensure we value competence above its showier, 'smoke and mirrors' cousin: 'confidence'.

In this workshop, we look at the practical ways to build your 'natural confidence so you are recognised for what's already great about you (and should be rewarded): your competence.

You're ambitious and you want to progress. By looking at the practicalities of showcasing your authentic confidence borne from hard-earned experience, you'll be better able to:

- Distinguish yourself from overconfident under-performers
- Highlight and get recognition for your competence
- Speak up and prepare for meetings
- Articulate and justify ideas
- Challenge overconfidence in others

Come along to this workshop as we'll focus on recognising the difference between the superficially impressive and the genuinely valuable so you can make your expertise work better for you. This way your approach and contributions will gain recognition for being 'competence-first'.

B. Shining a Light on Competence for Managers

People rarely leave companies, they leave bosses.

You want to be not just the kind of manager for whom people stay, but for whom they go the extra mile.

You know that's what creates better team cohesion, higher engagement and happier stakeholders - because ultimately a manager's performance relies on that of their team.

As you rise through the ranks, your job is no longer being the star of the show, it's making sure your team shines. By harnessing self-awareness for both yourself and your team members, you'll better identify and champion competence by being able to:

- Better understand and identify with a wider range of people
- Tackle imposter syndrome in self and others
- Delegate while maintaining control
- Provide and seek feedback
- Express disagreement and annoyance

Come along to this workshop to unpick how the best way to do this is to reward actual skills and competence, not a false sense of 'confident bravado'. That's a useless quality with which many don't identify and can actually hide underperformance. Join us to make your management 'competence-first'.



Suzanne spoke to our global audience prior to the release of 'The Con Job'. Her humour and incisive observations were a huge hit with our mixed gender audience and I'd thoroughly recommend buying books for attendees!

**Tasnim Tudor, Director,
Global Talent Programmes at
CyberArk**

Dr. Suzanne Doyle-Morris, founder of IncludIQ, is popular and has a lot of credibility with women in our organisation and she provides effective and accessible expertise. We know if we want to be sure of a successful event Suzanne will deliver.

**- Sigrid Fisher, Head of
Equality and Diversity,
University of Cambridge**

Working with Dr SDM was a pleasure - extremely professional and her message very thought-provoking. Our IWD event was a huge hit with both our internal audience and global clients who said: 'Thanks so much - very powerful!'

**- Mia Man, Snr Business Dev.
Manager, DLA Piper Middle
East LLP**

Options for Buying & Customising Books

Having published 3 career development books over the last 15 years, we've discovered it's rare for clients to ask for exactly the same service. Some ask for a keynote for a large client-facing event and include a book in every attendee's gift bag. Others ask for a roundtable with their Board, a presentation to an internal network or a client dinner where we can discuss these topics in intimate settings, again where people get signed copies. Lastly, books are sometimes purchased as part of an organisation's CSR strategy for community groups they support, or as part of an aligned product launch or as client holiday gifts.

Set out below are some of the options for engagement. As you will see, options are bespoke to your company needs. The lists below are by no means exhaustive and if you think of a different route, let's discuss.

A word on COVID-19. Traditionally, Dr Doyle-Morris' work has been face-to-face with large audiences, smaller workshop groups or one-to-one sessions. The international nature of our clients pushed us many years ago towards the technology-based communication tools that have become more commonplace in 2020 and beyond. For the time being and for more disparate teams, remote workers and international audiences, we will continue to provide interactive web-based communications.

Book customisation

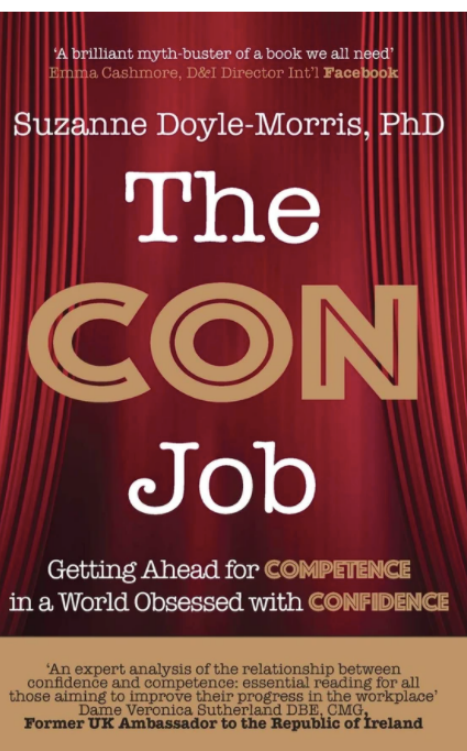
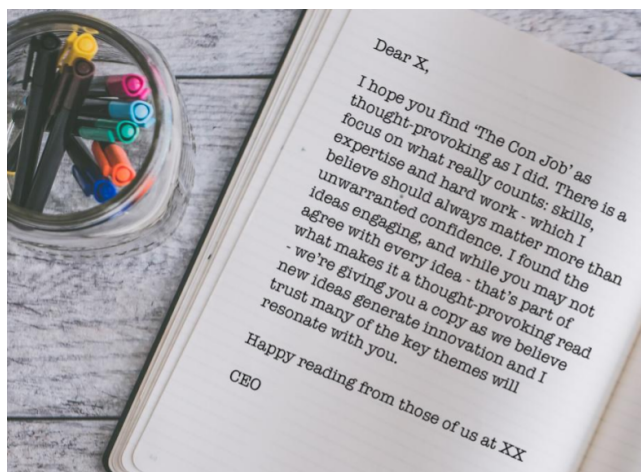
Clients buy books for their staff, and often for customers and/or the charities or schools or they support. Here are some ways we can help customise large orders:

- Inclusion in the cover design, such as your company logo or a sign of 'Given as a gift to you from X'
- A dedicated URL or QR code taking people back to your website
- A dedicated letter page inside the book from the CEO or organisational sponsor (example below)

Presentation customisation

- An extra event for the community groups or charities whom the sponsor supports
- A panellist space at public events where SDM is facilitating
- A verbal introduction by the sponsor at public-facing events
- Recognition at public events for their support as 'free' books are given to attendees
- Seats at events for the CSR organisations you support

Item	Price
The Con Job	£14.99
CLIENT CON JOB VOUCHER CODE (-)	Free
Subtotal	£14.99
Shipping	Calculated at next step
Total	£0.00



The Con Job

£14.99

Tax included.

Style

NOT AUTOGRAPHED BY AUTHOR

AUTOGRAPHED BY AUTHOR

Quantity: 1

ADD TO CART

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**Let us know in 'Directions to seller' who you would like the book made out to - the name of yourself or lucky recipient!*

Written expressly to help readers get ahead in their careers, 'The Con Job: Getting Ahead for