

by

# KEYNOTES

Annika Månsson



# KEYNOTES — Inspire engagement. Boost sustainable performance.

Energise people. Upgrade leadership. Sustain performance — in the age of AI and constant change.

## Annika Månsson • Happy at Work



In a world of constant change, the organisations that succeed are not the ones that push harder — but the ones that sustain people better. When trust, meaning and recovery decline, engagement drops, turnover rises, and performance becomes expensive.

What organisations need now is sustainable performance: leaders and teams who can perform at pace while staying energised, focused and engaged.

Annika delivers high-impact keynotes blending behavioural science, leadership insight and practical tools audiences can apply immediately — in English, French or Swedish — for international organisations across industries and cultures.

With 15 years inside Danone Group, followed by 18 years as a keynote speaker and trainer across sectors in 25+ countries, she brings a rare dual lens: operational reality + the human drivers of sustained results.

### ABOUT

International keynote speaker originally from Sweden and founder of Happy at Work (Geneva), specialised in workplace well-being, employee engagement, and sustainable performance.

### Why audiences book her

- Evidence-based insights (positive psychology, leadership, mental health)
- High-energy delivery + serious takeaways (no fluff, no guilt, no clichés)
- Clear frameworks people remember and repeat
- Concrete language leaders and teams can use right away (feedback, boundaries, trust, difficult conversations)
- International delivery: culturally agile, business-relevant, and tailored to the room

### FORMATS

- Keynote (30–90 min)
  - Conference + Q&A
  - Interactive workshop
  - English / French / Swedish
- Experienced in delivering keynotes for audiences ranging from executive teams to several hundred participants.

### What participants leave with

- A shared language around trust, energy, engagement and sustainable performance
- Simple actions that work in real calendars (not “one more thing to do”)
- Better reflexes under pressure: clarity, coaching, boundaries
- Stronger team dynamics: speak-up, healthy disagreement, connection habits
- A reset: what to protect, what to stop, what to redesign

### CONTACT

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Tip: each keynote can be adapted in duration, interactivity and examples to fit your audience.

## 1 The Wellbeing Advantage: The 3R Method & the Well-Being Wheel

*“Corporate wellbeing doesn’t have to be complicated — it has to be concrete.”*

A highly accessible keynote based on Annika’s 3R methodology and the Well-Being Wheel — an interactive tool that helps employees and managers identify what’s working, set priorities, and create a shared action plan.

**Audience leaves with: the 3R framework + the Well-Being Wheel for follow-up conversations.**

## 2 Performance Without Burnout

*“Recovery is not the opposite of performance — it is what makes it possible.”*

How can we protect energy and maintain high standards through smarter priorities, a healthier balance between load and recovery, and a more conscious approach to mental load?

**Audience leaves with: practical levers to prevent overload, recover more effectively, and use the Healthy Mind Platter framework to support balance and performance.**

## 3 The Power of Empathy in the Age of AI

*“AI can scale output. Only humans can scale trust.”*

As AI reshapes work, empathy becomes a performance skill: it builds trust, speeds adoption, reduces friction, and strengthens collaboration.

**Audience leaves with: practical empathy behaviours to navigate tension, build rapport, and work more effectively with others.**

## 4 Psychological Safety: The Foundation of Trust in Uncertain Times

*“Without trust, teams withdraw. With psychological safety, they adapt, contribute, and grow.”*

When uncertainty rises, psychological safety becomes essential to team effectiveness. It helps people stay engaged, collaborate better, and keep moving forward under pressure.

**Audience leaves with: practical insights and simple rituals to build trust and sustain engagement.**

## 5 Sustainable Leadership: Self-Care and Team Care for Lasting Impact

*“Care and high standards aren’t opposites — they reinforce each other.”*

A practical keynote for managers who want to protect their energy, support their teams, and lead with both clarity and consistency. A concrete approach that brings together authenticity, high standards, and burnout prevention.

**Audience leaves with: practical habits to care for themselves, support their teams, and sustain performance over time.**

## 6 Why Should I Work for You? The New Deal Between Organisations and Talent

*“What people experience at work shapes engagement.”*

In a demanding talent market, engagement grows when there is consistency between what an organisation promises and what people actually experience. This keynote explores what matters most today and how to translate it into coherent, engaging practices. **Audience leaves with: clear markers of what drives engagement today and practical levers to strengthen retention.**

Other keynote topics available on request.