



## Clare Kenny

Most organisations have a wellbeing strategy. Fewer have a culture where people feel safe enough to use it. The barrier is rarely policy or resource: it is leader behaviour. When leaders cannot or will not name their own stress, anxiety, or neurodivergence, no amount of programme investment changes that reality.

Clare Kenny addresses the gap between wellbeing policy and lived workplace culture, drawing on her experience as Global Wellbeing Lead at Burberry to help organisations build environments where psychological safety is a leadership habit, not a HR initiative.

### Clare Kenny's 2026 Biography

#### Why organisations work with Clare Kenny

- Her role as Global Wellbeing Lead at Burberry, responsible for a strategy covering 9,000 employees globally, gives her credibility with CHROs and operational leaders alike. She built the business case for wellbeing investment at scale, not just the human one.
- Prior career at YSC Consulting (part of Accenture) and MindGym grounds her frameworks in leadership psychology and behavioural science, not wellness trends or personal experience alone.
- Her TEDx talk reframes addiction as a spectrum behaviour present in most high-performance cultures, shifting the conversation from individual stigma to a risk organisations are actively creating through their own culture.
- Her work on ADHD and neuroinclusion moves beyond awareness. She helps organisations identify the specific leadership and structural conditions that enable neurodivergent talent to perform, and the ones that quietly prevent it.
- She moves wellbeing from a programme organisations fund to a behaviour leaders practise. That shift is what determines whether culture actually changes.

#### Biography highlights

- BSc in Psychology, University of Manchester
- Former Global Wellbeing Lead, Burberry: led the global wellbeing strategy for a 9,000-person workforce
- Former Head of Client Operations (Europe), YSC Consulting (part of Accenture), leadership advisory
- Former Client Executive, MindGym, behavioural science learning and development consultancy
- TEDx speaker on rethinking addiction as a spectrum issue present in high-performance environments

#### AVAILABLE FOR

- Speaking
- Training and Workshops

#### CLARE'S SPEAKING THEMES

- Culture Transformation
- Employee Wellbeing
- Inclusive Leadership
- Mental Health in the Workplace
- Neurodiversity

#### LANGUAGES: English

- Clients include Warner Bros Discovery, KPMG, Ministry of Justice, Channel 4, Specsavers, Fidelity International, Avanade, and HSBC

## **Biography**

At Burberry, the global wellbeing strategy covered 9,000 employees across multiple continents. Building that infrastructure required a specific kind of credibility; part organisational psychology, part leadership consultancy experience, and a willingness to name what most organisations actively avoid.

Clare Kenny holds a BSc in Psychology from the University of Manchester and built her professional foundations at MindGym, a behavioural science learning and development consultancy. She moved into leadership advisory at YSC Consulting (part of Accenture), running client operations across Europe. That sequence; psychology, behavioural science, leadership consulting, shapes how she approaches wellbeing as an organisational systems problem, not a personal one.

Her most defining role was Global Wellbeing Lead at Burberry, where she designed and ran the company's wellbeing strategy across its global workforce. That experience directly informs her current work with organisations including KPMG, Warner Bros Discovery, Channel 4, and the Ministry of Justice, where her focus is on psychological safety, neuroinclusion, and the leadership behaviours that create or undermine mentally healthy cultures.

Clare also speaks from personal experience of ADHD, addiction, anxiety, and grief. Her TEDx talk reframes addiction as a spectrum behaviour recognisable in most high-performance environments: not a personal failing confined to a few. That willingness to name what organisations routinely avoid is what makes her work function as more than awareness-raising. It becomes a credible basis for sustained culture change.

## **Key speaking topics**

- Psychological safety and workplace mental health
- Neuroinclusion and ADHD at work
- Sustainable leadership under pressure
- Addiction and numbing behaviours in high-performance cultures
- Wellbeing strategy and culture transformation
- Leadership resilience

## **Ideal for**

- CHROs and people directors designing or resetting a wellbeing strategy
- Senior leaders and executive teams navigating burnout or culture health
- HR and organisational development teams in professional services, media, financial services, and retail
- Organisations building neuroinclusive cultures or addressing gaps in psychological safety

## **Audience outcomes**

- A clearer understanding of why wellbeing strategies fail to shift culture – and what actually changes leader behaviour
- Practical tools for recognising and responding to psychological safety issues at team level

- A reframed understanding of neurodivergence and addiction as organisational conditions, not individual ones
- Confidence to have honest leadership conversations about mental health in high-performance settings
- Specific practices for sustaining performance without burning people out

## Clare Kenny's 2026 talks & topics

### From Survival Mode to Performance Mode

Examines how sustained operational pressure quietly degrades the performance of capable teams – and what leaders can do differently to build cultures of sustainable high performance rather than chronic firefighting.

#### Key takeaways:

- How chronic stress erodes decision-making, focus, and team dynamics – often invisibly, and most severely in the people organisations most rely on
- The neurological mechanisms that keep teams stuck in reactive mode, and why conventional resilience programmes rarely address them
- Practical shifts in leadership behaviour and team design that create the conditions for sustained, rather than depleted, performance

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### Psychological Safety: The Foundation of High-Performing Teams

Drawing on the findings of Google's Project Aristotle, this talk examines what psychological safety actually demands of leaders – and why most organisations are inadvertently undermining it.

#### Key takeaways:

- What distinguishes psychological safety from comfort or low challenge – and why most organisations conflate them
- The specific leader behaviours that build psychological safety, and the common ones that quietly erode it
- How to make psychological safety a consistent leadership habit rather than a culture aspiration that never reaches team level

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### The Neuroscience of Leadership

Explores how a leader's own emotional regulation directly shapes the psychological state of their team – translating neuroscience into practical insight for how leaders show up under pressure.

#### Key takeaways:

- Why a leader's stress state is physiologically contagious, and how the nervous system of a team reflects its leadership

- The mechanisms behind co-regulation, and why calm leadership is a performance variable, not a personality trait
- Practical tools for leaders to manage their own regulation under pressure – and the measurable effect this has on team performance

### **Burnout Prevention as a Performance Strategy**

Reframes burnout prevention as a commercial performance issue rather than a welfare obligation – and equips leaders with the tools to address root causes rather than manage symptoms.

#### **Key takeaways:**

- Why burnout is an organisational design problem, not a personal resilience failure – and why treating it as the latter makes outcomes worse
- The specific cultural and leadership conditions that generate burnout, and how to identify them before the cost becomes visible in attrition or output
- A practical framework for leaders to treat workload, autonomy, and psychological safety as performance variables, not HR responsibilities

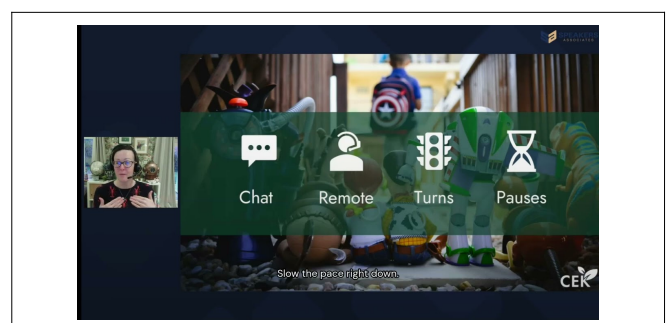
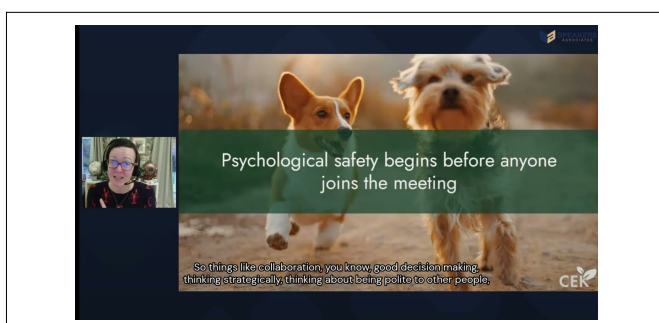
### **Neuro Inclusion: Harnessing Diversity of Thought**

Examines the gap between neurodiversity awareness and the structural and cultural conditions that actually enable neurodivergent employees to contribute at their best – and makes the commercial case for closing it.

#### **Key takeaways:**

- Why most workplace environments are designed around a narrow cognitive norm, and the performance cost of that design for organisations and individuals alike
- Why cognitive diversity is a source of competitive differentiation, and the specific conditions required to capture it
- Practical steps for leaders to identify and address the environments, processes, and norms that inadvertently limit neurodivergent contribution

## **Clare Kenny's Videos**





## What Clare Kenny's clients say

Clare delivered an excellent executive micro-training for our top 300 senior leaders on how to disrupt the stress cycle. The session was brilliant, perfectly pitched and exactly what we were after.

**Emily Warren**

*Director and Global Wellbeing Lead, Avanade*

I thought your talk was brilliant – raw, honest, relatable and helpful. And much needed.

**Hannah Davidson**

*Learning and OD Consultant, Scottish Water*

Clare delivered an excellent talk. She was authentic, honest and open – sharing her own challenges and how to approach them with a resilient mindset. I came away with a lot of food for thought.

**Caroline Von Koenig**

*Global Wellbeing Lead, Fidelity International*

She combined deep knowledge with lived experience and shared valuable reminders we all needed to hear.

**Philip Halliwell**

*Customer Marketing Specialist, Medtronic*

33 years with KPMG and that was the best session I have ever joined. It was amazing – emotional but uplifting – and I learned so much.

*Attendee, KPMG*

A really human session – a great reminder that we're not on our own. Clare was incredibly engaging and clearly cared deeply about the topic. I appreciated her honesty upfront, which made the presentation feel both credible and inspiring. It was also great to see her highlight the work of others, like Brené Brown, to raise awareness and deepen the conversation.

*Attendee, Specsavers*

Clare was great, and the delivery of the session was amazing. I was engaged throughout!

*Attendee, Channel 4*

Clare has great knowledge in the wellbeing space, which she makes accessible and actionable through her expertise in designing learning content and engagement strategies. I have collaborated with her on a number of projects, ranging from developing a highly interactive session for a global leadership development programme to providing targeted resources for our Women Empowered at Burberry employee resource group. Clare is also an excellent consultant, always willing to offer her valuable point of view, and to advise and collaborate.

**Kristin Bagnetto**

*Global Director, Learning and Development, Burberry*

Our EMEA HCP marketing team had the pleasure of welcoming Clare Kenny for a powerful and thought-provoking session on psychological well-being and the evolutionary science behind our thoughts and reactions.

Clare brings a unique blend of deep knowledge and lived experience, and she shared valuable reminders we all needed to hear.

One insight that really landed: 100% perfection is an illusion-subjective, untransferable, and often a barrier that leads to procrastination rather than progress.

Her reflections on setting boundaries hit home in our always on, hyper connected world. A timely reminder that protecting our own happiness sometimes requires saying no, even if it comes at a small cost to others.

But the standout takeaway for me? The value of mistakes.

We often stay in our comfort zones to avoid getting things wrong, but real growth happens in the learning that follows mistakes. Clare encouraged us to celebrate them or at least not hide from them. Our ancestors didn't just learn from success; they survived by recognising what not to do. There's a lot we can take from that.

If you're a leader looking to create space for self awareness, psychological safety, and new ways of thinking in your team, I highly recommend inviting Clare in.

**Philip Halliwell**

*Content Marketing Specialist, Medtronic*

I listened to Clare's fantastic session on Neurodiversity – it was terrific, great content and brilliantly presented. Next time we're after a speaker to explain ND in a positive light, we'll be coming to Clare! Thanks again

**Chris Ling**

*Financial Crime, Risk, Corporate and Institutional Banking, HSBC*

Clare delivered an insightful virtual seminar on Allyship, demonstrating a deep understanding of our cultural needs. Clare's thoughtful approach and attentive listening to our requirements made the session engaging and impactful, offering practical strategies for fostering inclusivity. Highly recommended for any team looking to strengthen allyship. I would absolutely work with Clare again.

**Lloyd Dawkins**

*Development & Systems Manager, Cambridge and Counties Bank*

Clare delivered a series of 6 wellbeing related trainings spanning a variety of topics which were so topical, useful and enlightening. Clare's knowledge in these areas was evident along with her authenticity as she shared personal examples to help illustrate the content and encourage participants to share also. Clare was an engaging facilitator with excellent delivery of the sessions. Thank you Clare!

**Nicki Griffith**

*Head of HR, KPMG Islands*

Clare delivered an excellent talk and the topic really resonated with the audience. She was so authentic, honest and open – sharing her own challenges and how to approach them with a resilient mindset.

**Caroline von Koenig**

*Wellbeing Lead, Fidelity International*

Clare delivered an excellent executive micro training for our top 300 senior leaders on how to disrupt the stress cycle. Clare smashed it! The session was brilliant, perfectly pitched, just what we were after.

**Emily Warren**

*Director, Global Wellbeing Lead, Avana*

33 years with KPMG and the best session I have ever joined! This has been amazing, emotional but uplifting – I have learnt so much.

**Attendee**

*KPMG*

Clare delivered a great talk. I left feeling lighter and more centred on how I approach mental health and managing people the best way that suits them.

*Team Lead, Harry Potter Studios*

Clare delivered a fantastic talk; I came away with lots of food for thought and it was great to share ideas with people in this context. She was amazing, really great delivery!

**Dee Khaira**

*Talent Acquisition Manager, Burberry*

Clare facilitated some fantastic 'Mental Health for Leaders' masterclasses for our store managers across Europe. We've had such great feedback from the team and it was a wonderful addition to our wellbeing month!

**Sophie Dexter**

*Global People & Culture Specialist, Aesop*

## Clare Kenny's 2026 speaking fees

Specific fees fall within the ranges shown. These are presented as a guide only and are subject to change without notice.

	<b>EUR</b>	<b>GBP</b>	<b>USD</b>
<b>Home Country</b>	Under €12000	Under £10,000	Under \$15000
<b>Asia Pacific</b>	€12000 to €40000	£10,001 - £35,000	\$15000 - \$50000
<b>Europe</b>	Under €12000	Under £10,000	Under \$15000
<b>Middle East &amp; Africa</b>	€12000 to €40000	£10,001 - £35,000	\$15000 - \$50000
<b>South America</b>	€12000 to €40000	£10,001 - £35,000	\$15000 - \$50000
<b>United Kingdom</b>	€12000 to €40000	£10,001 - £35,000	\$15000 - \$50000
<b>US East Coast</b>	€12000 to €40000	£10,001 - £35,000	\$15000 - \$50000
<b>US West Coast</b>	€12000 to €40000	£10,001 - £35,000	\$15000 - \$50000
<b>Virtual</b>	Under €12000	Under £10,000	Under \$15000