



## Neelu Kaur

In most leadership teams the talent is already in the room, but the thinking is not on the table. Decisions slow because people hesitate or defer to consensus instead of saying what they actually think. What looks like alignment is often silence, and silence has a cost in execution speed and the quality of what gets decided.

Neelu Kaur is an organisational psychologist who helps Fortune 500 leaders and teams turn workplace silence into faster decisions and stronger execution.

### Neelu Kaur's 2026 Biography

#### Why organisations work with Neelu Kaur

- She treats workplace silence as a structural problem. Most speakers in this space coach individuals to be more confident; her intervention sits in meeting design and the conversational rules that decide who gets to challenge a senior idea.
- The Self-Trust Recession is her named diagnosis of the moment: capable leaders, surrounded by AI and competing opinion, are second-guessing themselves and outsourcing decision authority. Her Self-Trust Reset framework is the way back.
- Her cross-cultural lens, the collective “we” she was raised in meeting the individualistic “I” of American corporate life, makes her credible to global and AAPI audiences who have lived that gap themselves.
- Her tools combine cognitive and body-based techniques. The pairing of organisational psychology training (Columbia, NYU Stern) and sixteen years of yoga and Ayurveda teaching produces practical methods her audiences can apply in the next meeting they walk into.
- *Be Your Own Cheerleader*, published by Post Hill Press in January 2023, gives her work a published thesis a senior buyer can read before commissioning.

#### Biography highlights

- Author of *Be Your Own Cheerleader* (Post Hill Press, 2023), a guide to self-advocacy that addresses the cultural gap between collective and individualistic workplace norms.
- MA in Social and Organizational Psychology, Columbia University, and BS from NYU Stern School of Business.
- Certified NLP Master Practitioner and Coach, NLP Center of New York.
- Client list includes Google, Bloomberg, Sony Music, RBC, Ernst & Young, and Jefferies.
- Featured on Morning Brew's *Good Work* and TV Asia / SEEMA Network's *Sundays with Seema*.

#### AVAILABLE FOR

- Coaching
- Consultancy
- Panel Participation
- Speaking
- Training and Workshops

#### NEELU'S SPEAKING THEMES

- Cultural Intelligence
- Diversity, Equity & Inclusion
- Emotional Intelligence
- Employee Engagement
- Inclusive Leadership
- Storytelling & Business Communication

#### LANGUAGES: English

- Chief Guide at Chief (NYC), with over sixteen years as a yoga teacher and Ayurveda practitioner.

## Biography

Most organisations have more talent than they have contribution. Capable people stay quiet at exactly the moments their judgement is most needed, and what looks like alignment is often silence. This is the tension Neelu Kaur takes on.

Trained as an organisational psychologist at Columbia and with an undergraduate degree from NYU Stern, she has spent over fifteen years inside Fortune 500 organisations. The question her work returns to is why capable people stay quiet in the moments that matter. Her client list, which includes Google, Bloomberg, Sony Music, RBC, Ernst & Young, and Jefferies, gives her a view across financial services, consulting, and tech.

Her current diagnosis is what she calls the Self-Trust Recession. Leaders are surrounded by AI tools and competing opinion, and the quiet effect is that capable people are outsourcing their own judgement. The Self-Trust Reset framework she has built around this idea is a way to recognise when fear is shaping a decision and rebuild internal authority before acting on it.

The earlier strand of her work runs through *Be Your Own Cheerleader* (Post Hill Press, January 2023). She wrote the book out of her own experience growing up between two cultures: Indian at home, American at work. It examines why people raised in collective 'we' cultures struggle to advocate for themselves in workplaces built around the individualistic 'I'. That cultural lens still shapes her work and is part of what makes her credible to global teams and AAPI audiences who have lived the same code-switch.

## Key speaking topics

- Self-trust and decision-making in high-pressure environments
- Self-advocacy in the workplace
- Cross-cultural communication in global teams
- The cost of consensus and over-collaboration
- AAPI and underrepresented voices in corporate life
- Burnout and sustainable leadership

## Ideal for

- Leadership teams in Fortune 500 environments where decision speed and contribution quality are the bottleneck
- CHROs, Chief Learning Officers, and L&D leaders building cultures of voice and accountability
- DEI, AAPI, and Employee Resource Group programmes looking for content that goes beyond representation language
- High-potential talent and mid-career professionals working across cultures in global organisations

## Audience outcomes

- A clear way to recognise when fear, perfectionism, or comparison is shaping a decision instead of judgement
- Behavioural tools to speak up in high-stakes moments without overshooting or shutting down

- A vocabulary for the cultural gap between collective and individualistic workplace norms, useful for global team conversations
- A diagnostic for where consensus and over-discussion are slowing the team's decisions

## Neelu Kaur's 2026 talks & topics

### The Self-Trust Recession

Capable leaders surrounded by AI and competing opinion are second-guessing themselves; this talk gives audiences a way to recognise the pattern and rebuild internal decision confidence.

#### Key takeaways:

- How to spot when fear or comparison is making the decision instead of your own judgement
- Research-backed methods to strengthen internal authority in high-pressure environments
- Practical tools to quiet external noise and act on a leadership voice that has been taught to defer

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### Be Your Own Cheerleader

In organisations where capable employees stay silent in the rooms that matter, this talk shows individuals how to articulate their value and contribute the ideas the business has already paid for.

#### Key takeaways:

- Why capable employees hesitate to speak up in the moments that count
- How to replace second-guessing with clear, decisive thinking that improves contribution
- How to articulate ideas and impact so the best thinking gets heard and acted on

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### The Teamwork Trap

When over-collaboration and consensus culture replace clear decisions, organisations lose their innovation edge; this talk reframes how teams structure conversation so contribution accelerates instead of stalls.

#### Key takeaways:

- The meeting and group-dynamics patterns that quietly drain innovation
- How to structure conversations so decisions actually get made
- A model for the cultural conditions under which contribution and creativity emerge

## Neelu Kaur's Videos



## What Neelu Kaur's clients say

So much valuable insight... you were genuine, personable, relatable, energetic and encouraging... more than we could have ever asked for in a guest speaker.

**Jeremy Casupanan**

*Senior Strategic Alliance Manager, UKG*

Neelu... was captivating to the team and sparked an overall lift in awareness... well worth the investment.

**Randy Rodriguez**

*VP North American Sales, Volante Technologies*

Refreshing. Encouraging. Empowering!

**Lauren Eastwood**

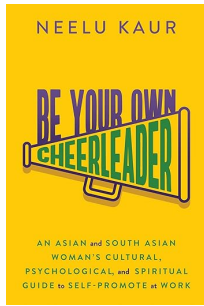
*Project Manager, Bloomberg*

I had the privilege of hearing Neelu Kaur speak and connecting with her one-on-one, and I can confidently say her impact goes far beyond the moment. Neelu's work is not only inspiring but deeply practical. She has a unique ability to translate emotional awareness into tools that people can use in their everyday lives. Thank you, Neelu for the meaningful work you do. You are truly walking your purpose, and it shows in the lives you touch.

**Gillian Henry**

*Staff Accountant, Marubeni, Self-Trust Recession for International Women's Day*

## NEELU'S LATEST BOOKS



**Be Your Own Cheerleader: An Asian and South Asian Woman's Cultural, Psychological, and Spiritual Guide to Self-Promote at Work**