



KEYNOTE SPEAKER · INCLUSIVE CULTURE EXPERT

# Belonging, leadership, and the human side of AI



Joanne Lockwood is a keynote speaker and inclusive culture expert who helps organisations build workplaces where people belong, leaders lead inclusively, and technology serves humanity rather than replacing it.

Her route to the stage is unusual — over two decades in IT and STEM, from the Royal Air Force and UK cable TV start-ups to technology roles at the private bank Coutts, NM Schroder Financial Management and insurer Royal & Sun Alliance, before pivoting into HR and people consulting. That technical grounding is why her newest work, on the human side of AI in the workplace, lands with leaders.

**200+**  
CLIENTS

**1000+**  
SESSIONS

**9+**  
YEARS

“ *AI doesn't create a culture — it amplifies the culture it enters.* ”

## — What Joanne speaks on

01

### AI, Belonging & the Human Future of Work

Artificial intelligence is reshaping how people apply, communicate, learn and make decisions. The real challenge isn't the technology — it's human.

02

### Inclusive Culture & Belonging

Moving organisations beyond diversity metrics to create cultures where every person genuinely belongs.

03

### Inclusive Leadership & Engagement

Engagement and job satisfaction track the culture leaders create — yet many leaders freeze, afraid of getting it wrong. The traits that turn a group of individuals into a team.

04

### Inclusive Recruitment

How to attract, assess and retain diverse talent — removing bias and building a pipeline that reflects the world you serve.

05

### Diversity, Equity & Inclusion

Moving beyond the acronym — what DEI really means, why it so often falls short, and what organisations that get it right actually do differently.

06

### LGBTQIA+ Inclusion & Pride

Authentic, evidence-based insight into LGBTQIA+ experiences at work — with practical steps for meaningful inclusion.

## — Why Joanne

**Joanne Lockwood** is founder and CEO of SEE Change Happen, a Fellow and former Chair of the Professional Speaking Association UK&I, a Member of the Institute of Equality and Diversity Professionals, and a CPD-accredited speaker. She hosts the *Inclusion Bites* podcast, has appeared on Channel 4's *The Making of Me*, writes for HRZone, The HRD and TrainingZone, and has served as a Trustee for LGBT+ youth homelessness charity akt.

As a transgender woman, Joanne brings lived experience and hard-won authenticity to every stage — but it's her blend of professional expertise, storytelling and warmth that keeps audiences of 10 or 1,000 engaged, all guided by her mantra: **Smile · Engage · Educate.**

## — In their words

*“Joanne conducted two highly successful workshops for our team at Plantlife. Many of our team members have described these workshops as the best training they've ever received. As a result of Joanne's training, we have made a significant stride forward in understanding and achieving our inclusion ambitions. I wholeheartedly recommend her training for its effectiveness in advancing organisational goals related to diversity and inclusion.”*

**Ian Dunn** · Chief Executive Officer, Plantlife International

*“Great storytelling used to lead us through Joanne's life and the challenges she has overcome. The comments from the Leadership team at the end were very positive — that Joanne was the star of the call and that she was really excellent. I have never seen this call of 110 people so silent and still — they were enthralled. Thank you, Joanne — you are a star and changed some minds today.”*

**Charlotte Johns** · Global Talent & Communications, Elida Beauty (part of Unilever)

*“Joanne was the epitome of an authentic, open, and genuinely moving speaker. Her ability to perfectly mix challenge with humour made her presentation not only impactful but also incredibly memorable. Thank you, Joanne, for bringing such a balanced and engaging approach to your speech.”*

**Sarah Winship** · DEI Director, Molson Coors Beverage Company

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## — Ways to work together

Keynote · Workshop · Fireside Chat · Panel · Podcast Guest — in person, virtual or hybrid, across the UK and internationally.

**Smile · Engage · Educate**

To book or discuss — Joanne Lockwood, SEE Change Happen Ltd  
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Promoting #PositivePeopleExperiences