

JENNIFER BRYAN

INTERNATIONAL SPEAKER, TOP WORKPLACE LEADER, AUTHOR

Jennifer is exclusively available through DBA Speakers

Change is not something which most people and organisations readily accept. Or want to. Leading change can be hazardous and tricky, often through uncharted waters.

The “change process” itself can feel bewildering in an uncertain world.

When organisations require a skilled, patient, intelligent and people-focused guide through the maze, some are fortunate. Some find Jennifer Bryan.

Jennifer Bryan puts people at the heart of decision making. For over 25 years, in over 40 different organisations and multiple industries. She has helped thousands of people to understand and implement change in an unpredictable world. Clients value her confidence and energy to communicate ideas, concepts and perspectives in ways which enable others to listen and to accept different viewpoints. At industry events, her peers know they can count on her to challenge effectively and not be afraid of being controversial.

Jennifer creates and delivers thought-provoking presentations, executive seminars, and strategic change studies on people-centric change. Her work has a particular focus on the behavioural and mindset shifts which are required to imbed future-fit change and leadership.

Invited to speak at a wide range of national and international conferences and events, her clients include: Women in Technology Global Conference, Association of Change Management Professionals (ACMP) Global Conference, Workplace Trends Summit, TEDx, Heineken Leadership Event, Home Office Leadership Event, Workspace Design Show London, Workplace Design Show in Slovenia, and the Henley Business School of Management Global Conference.

From a theatrical background in dance and acting, Jennifer was motivated from a young age to voice her opinions and to consider the thoughts and feelings of others. She learned to live with uncertainty and adapt to continuous change. Using her “end person in mind” perspective, alongside her holistic approach to change, she thinks of the person *furthest* from the decision-making process: *what are they thinking and feeling about life, right now? How will change affect them? Are they willing to engage with a change process? Would they want to? Why should they care?*

Jennifer believes we are at a cultural crossroads not experienced in nearly 100 years since Henry Ford created the production line and the 5-day working week. She has a keen interest in AI and how technology, sustainability goals and societal shifts impact on people and the organisations in which they work. Skilled in connecting with clients from a position of commercial insight, she explores the mindset shifts and leadership capabilities required to compete in the future world of work. She understands that human beings are multi-faceted by nature, and leaders therefore need a variety of different perspectives, tools and tactics to enable informed choices.

A Top 50 Workplace Leader of 2024 (the influential list of inspiring leaders, innovators, pioneers and changemakers of the workplace today), she is a published author, keynote and conference speaker and Managing Director of her own company.

She is Vice President of the Association of Change Management Professionals UK, responsible for defining, organising, managing and hosting all the Association’s events. Finally, she is a regular

Columnist for *Workplace Insight Magazine*, writing on current practices to help leaders, managers and teams whose roles include delivering change.

In 2024, she won: Top 50 Workplace Leader 2024 and Mentor of the Year with WomenTech Network. She is a Board member of Women in Change as Director of Opus.

Jennifer is based in London, where she lives with her actor husband and two teenage children. She travels widely for her speaking engagements.

What people say about Jennifer Bryan as a speaker

“Jennifer was insightful and engaging and addressed all the key messages at our leadership event. I would highly recommend her.”

Edward Mackie, Senior Leader, Home Office

“I worked with Jennifer on a project where we faced lots of challenges, from the customer underestimation of communication to misunderstanding what change management is about. Fortunately, we got Jen. She was our diamond. Her clear vision and enormous amount of experience helped us guide the client through, build their muscles and empower them to build their own practice. She is the ideal description of an inspirational leader who is doing something extra, something extraordinary for others to help them grow. Her frameworks, outstanding knowledge, enthusiasm, change management experience and openness became the essential motivation for the rest of us.”

Michal Kolomaznik, EMEA Senior Project Manager & Scrum Master at Microsoft

“Jennifer stands out for her deep empathy, insightful guidance, and the ability to provide practical solutions that inspire confidence and clarity.”

Liubov Otchik, Key HR Business Partner at Exadel

“Jennifer is a highly experienced, knowledgeable, and people-oriented change strategist -- she understands how much preparation and heavy lifting is required to successfully align all the people in a large organization to a major change program. If you are planning a large enterprise change, consider Jennifer and bring her onboard as early in the planning as possible.”

Daniel Jurow, Chief Operating Officer, Film & Episodic VFX at Technicolor

“Jennifer’s ability to make you see things differently, to discover “what’s in it for me” and how change is viewed by those it impacts, was eye opening and hugely beneficial. I wouldn’t hesitate to recommend Jennifer as a change professional and would certainly call on her skills again.”

Gareth Moore, Programme Manager, National Highways

“I thoroughly enjoyed interacting with “Jennifer the person”; she is very easy to talk to, comfortable in sharing her own views, and more importantly interested and open to listen to others’ ideas and thoughts. I strongly recommend “Jennifer the speaker” for any organisation or team that seeks deep insight into the topic of people centred change.”

Ali Juma, Podcast Host for Inner Game of Change

“‘A force to be reckoned with’ is how I would describe Jennifer. I have had the pleasure of working with her and she has been such a great influence on me. As a young graduate, it is important to be surrounded by people who not only want the best for you, but push you to be your best. Jennifer taught me that you cannot stop aiming higher and that’s exactly where I am heading.”

Tatenda Siwadi, Senior Website Strategy Manager at Investec

“I participated in WTGC22. It was really fabulous to hear you. Thank you for sharing such valuable thoughts.” **Thiviyaa S, Management Trainee at Tata Consulting Services**

“Jennifer has been a guest on my podcast and we have collaborated on events, a research project, and training course. I always enjoy working with Jennifer. Her technical knowledge paired with her clarity of thought, clarity of expression, and willingness to collaborate are why I would always recommend working with Jennifer.”

Steve Wells, Futurist at Silicon Humanism

“Jennifer is a ball of brilliant energy. Her insights into how we make change is lucid and easy to grasp. She is generous with her advice and brilliant nuggets of information.”

Vanessa Chapman, PhD, Editor of Biophilic Design and Podcast

“Jennifer has a confidence and knowledge that allows her to tack big issues for global businesses with measurable results.” **Dan Moscrop, Creative Director at Workplace Experience Design**

Speech Topics and Abstracts

Every speech by Jennifer Bryan is specifically tailored to the brief of each client and its audience, but the following may help as a guide, when considering Jennifer to keynote at your conference or event.

Leading People In Continuous Change

Leading change is not easy. It can feel bewildering, especially when faced with multiple unknowns. Jennifer’s holistic approach helps us navigate through difficult waters and gives us a clear action plan for leading our teams. We will analyse how we define the change within the context of our teams and organization, introducing a framework which outlines the leadership and change skills required to lead change effectively. We will share practical examples to show the theory in action.

AI and the Effects of Change on People

We are at a cultural crossroads not experienced for nearly 100 years. We are entering the most disruptive 10 years ever experienced. Many people think: “Will it ever get easier? Will I ever be able to catch up?” In this session, we look at the impact AI will have on us all, and how we can navigate this new landscape, define the next futures for organizations, work and the workplace, and lead our people with confidence and clear vision. Foresight and leadership frameworks will be used to ensure the organization’s “greatest asset” is placed front and centre, marrying together the personal and change tasks.

Unleash Your Inner Strength and Empower to Lead into the Future

Most leaders plan change for the here and now. Extraordinary leaders plan for the future. In this session, we look at how leaders define a vision for the future and create a people-centric approach, which cuts through the fluff and enables organisations to *thrive*, not simply “survive”.

Building Resilience in Changing Environments

Here, we build and review a framework which allows us to re-define the organisational vision and roadmap. We define how to re-build and maintain a sense of community with our teams, and how to develop strategies to prioritise mental and physical health with them. The holistic approach for leading change will show how to develop and implement change with people at its core.

Academic Lecturing References

Invited as Guest Lecturer on a Masters Programme at the University of Loughborough, she taught the module on Leadership and Change.

Authorship and academic writings

Jennifer was commissioned to write a chapter in an academic book, *Leading Change In An Unpredictable World* (2023), and authored *Leading People in Change: A Practical Guide* (2021).

Alongside her long-running commitment *Workplace Insight Magazine*, she is also author of the following:

- Review on *Elemental Change: Making stuff happen when nothing stands still* by Neil Usher in *Corporate Real Estate Journal* vol. 11.1 (2021),
- *Principles, Assumptions and Etiquette on Virtual Change Management* in AshleyKate HR news (July 2020),
- *Journey of Leadership in the Workplace* in iCroner (September 2014)
- *Lead Behaviour* in *Coaching at Work* (July 2012).

Media

Jennifer's media work includes writing blogs for several client's websites, being interviewed for industry journals, in industry podcasts and panel discussions, and being featured in over 60 media outlets.

The media engagements which really stand out for Jennifer are the live recorded studio sessions:
HiveMind

Spark Unplugged – AI Impact on People (2024)

Women's Radio Station (2024)

Workplace Innovator (2023)

The Inner Game of Change (recorded online but in Australia (2023))

and Spacecraft - The Workplace Design Podcast (2022).

Videos

Showreel https://www.youtube.com/watch?v=nN7cHxe2Sbg&ab_channel=JenniferBryan

Journal of Biophilic Design Podcast (2023)

<https://journalofbiophilicdesign.com/podcast-journal-of-biophilic-design/learn-how-to-lead-change-essential-tools-for-biophilic-designers>

WomenTech Global Conference (2022)

https://www.youtube.com/watch?v=zwLEjOV2Ypo&list=PLRcuZ8tai_CAZgXqXw7UigRveyVwgTnzA&ab_channel=WomeninTechNetwork%28WomenTech%29

National Association of Shopfitters (2020) <https://youtu.be/09IVOZbJ1rl>

**Jennifer Bryan's speaking engagements are booked exclusively through by DBA Speakers.
Please contact Diana Boulter on 07554 440537 or email diana@dbaspeakers.com**