



Caroline

DOWD-HIGGINS

Enjoy Your Career. Love Your Life!



SPEAKER

Top Company Culture and
Peak Performance Speaker,
Certified Executive Coach,
Award-Winning Podcast Host,
Best-Selling Author





SHORT BIO

TITLE: Top Company Culture and Peak Performance Speaker, Certified Executive Coach, Award-Winning Podcast Host, Best-Selling Author

AT A GLANCE:

Former executive leader, now founder and CEO of an international consulting firm, Caroline Dowd-Higgins is on a mission to empower leaders and organizations to **redesign work culture to honor humanity and profitability**. As a burnout survivor she is committed to turning burnout into brilliance to **enhance peak performance and productivity**. Caroline is a sought-after keynote speaker, a certified executive coach, TEDx speaker, bestselling author of “Your Career Advantage”, and global podcast host of *Your Working Life* with listeners in 72 countries. She empowers you to do your best work and live your best life, because you shouldn’t have to choose one over the other.

carolinedowdhiggins.com

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FULL BIO

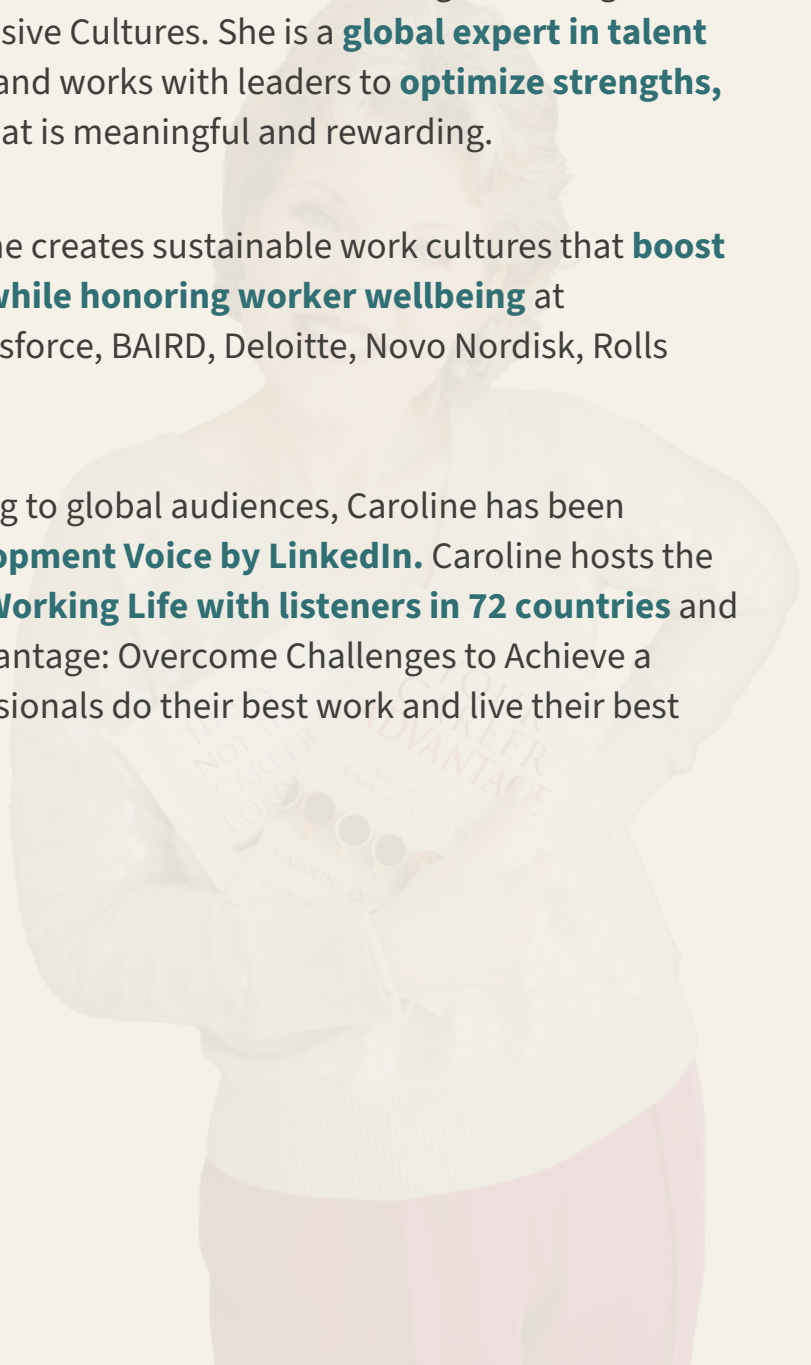
Caroline Dowd-Higgins works with leaders and organizations to successfully adapt to complex, ambiguous, and high-velocity work environments. Her speaking, coaching, and consulting, empowers **organizations to become more collaborative, entrepreneurial, and agile without sacrificing wellbeing.**

As a former executive leader, Caroline knows how to navigate the challenges and opportunities in the competitive international marketplace. Certified by the International Coaching Federation, Caroline has also trained in Design Thinking, Positive Intelligence, and Creating Inclusive Cultures. She is a **global expert in talent development and peak performance** and works with leaders to **optimize strengths, magnify influence**, and pursue work that is meaningful and rewarding.

With tested tools and resources, Caroline creates sustainable work cultures that **boost productivity, retention, and growth while honoring worker wellbeing** at organizations such as Lilly, Elanco, Salesforce, BAIRD, Deloitte, Novo Nordisk, Rolls Royce, and Goodwill International.

A sought-after public speaker presenting to global audiences, Caroline has been recognized as a **Top Leadership Development Voice by LinkedIn**. Caroline hosts the 3-time **award winning podcast, Your Working Life with listeners in 72 countries** and her best-selling book, “Your Career Advantage: Overcome Challenges to Achieve a Rewarding Work Life”, is helping professionals do their best work and live their best lives.

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KEYNOTE TOPICS

The Wellness Advantage: Do Your Best Work and Live Your Best Life

Burnout, exhaustion, and overwhelm have created a human energy crisis at work, and your highest achievers are often the ones running closest to empty. The World Health Organization defines burnout as a workplace issue, not a self-care issue. You can't yoga your way out of a culture that's burning you down. The fix has to be built into how we work.

Caroline Dowd-Higgins knows burnout from the inside. It didn't happen on the opera stage, where rest was built into every production. It happened in a 90-hour-a-week executive role. Drawing on that lived experience and her work with organizations including Lilly, Salesforce, and Novo Nordisk, Caroline shares a practical triage model to banish burnout: urgent steps to recover, strategic questions that cut the work that doesn't matter, and experiments that help teams discover what really works. Because you shouldn't have to choose between doing your best work and living your best life.

Audience Takeaways:

- **Trade the overachiever identity for a high-achiever** mindset that gets results without burning out.
- **Use a simple triage model** – urgent, important, long term – to recover from burnout and prevent it.
- **Create white space** to think, strategize, and do your most creative work.
- **Ask three strategic questions** that separate impactful work from busywork.
- **Test-drive human-centered solutions** through short experiments before writing new policy.
- **Reclaim rest and play** as fuel for peak performance, so you can do your best work and live your best life.

Ideal Audiences: Rapidly evolving organizations, fatigued teams and cultures, companies that have gone through a merger or acquisition, teams looking to reset and establish a new tone and do their best work.

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KEYNOTE TOPICS

The Capacity Advantage: Restoration Over Relief

Your highest performers are the ones running closest to empty, and they're the last ones to say so. In healthcare, financial services, law, and beyond, staffing pressure and regulatory complexity are the new normal, and AI is raising the bar faster than most cultures can absorb. Engagement scores tell leaders something is off. They don't tell you what to do about it on Monday morning.

In *The Capacity Advantage*, Caroline Dowd-Higgins shows leaders how to trade temporary relief for real restoration – designed into the way work runs, before their best people break. Caroline introduces her **See It, Design It, Protect It** framework and **Achievement Intelligence**, the human guardrail every organization needs as AI raises what's possible.

Leaders leave with a practical, structural plan to protect their stars and the high-potential talent watching them – because your best people shouldn't have to run on empty to prove they belong.

Audience Takeaways:

- **Spot Silent Burnout:** Recognize the hidden signals in your highest performers before they show up in an exit interview.
- **Restoration Over Relief:** Use a simple test to tell the perks that fade from the systems that last.
- **Achievement Intelligence:** Build the human guardrail every AI rollout needs, so “more” doesn't break your best people.
- **See It, Design It, Protect It:** Apply a Monday-morning framework and the Capacity Check to build restorative culture instead of relying on perks.
- **Protect Your Pipeline:** Show high-potential talent that success doesn't require self-destruction, so they don't quietly opt out.

Ideal Audiences: High performers, C-Suite leaders, managers, emerging leaders, legacy leaders, sales leaders, associations, and franchises. This program can also be customized for all-hands events or company-wide meetings... because you don't need a title to be a leader.

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KEYNOTE TOPICS

The Joy Advantage:

Play Your Way to Peak Performance

Gallup reports that only 20% of employees worldwide are engaged at work, costing the global economy an estimated \$10 trillion in lost productivity. Most of us didn't lose our spark in one dramatic moment. We lost it one "It will get better when..." at a time, until we were living life in black and white.

In *The Joy Advantage*, Caroline Dowd-Higgins makes the business case for joy as a performance and profitability strategy. Drawing on research into the three ingredients of true fun – **playfulness, connection, and flow** – and her own journey from opera stages to executive leadership burnout and back to joy. Caroline delivers a highly interactive experience with practical tools to reclaim focus, spark creativity, and bring more energy to work. Because fun isn't the opposite of serious work. It's what makes serious work sustainable.

Audience Takeaways:

- **Redefine fun** as a feeling, not an activity, built from playfulness, connection, and flow.
- **Make the business case for joy**: engaged teams are more productive, more profitable, and more likely to stay.
- **Reclaim your flow** by trading multitasking for singletasking and taming digital distraction.
- **Bring small joy moves** to your team that spark creativity, connection, and innovation.
- **Break the unwritten** rules that say fun has to be earned.
- **Commit to one joyful action** this week and bring that energy to your best work and your best life.

Ideal Audiences: Rapidly evolving organizations and industries, fatigued teams and cultures, organizations that have recently gone through a merger or acquisition, and multi-generational teams looking to reset the tone and come together to do their best work and live their best lives.

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PHOTOS



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VIDEOS



SIZZLE: WATCH HERE



TEDX: WATCH HERE

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TESTIMONIALS

“Caroline’s keynote changed the conversation about how we address burnout in the workplace. She left our **employees feeling inspired, energized, and engaged**. If your organization is looking for a dynamic and thought-provoking speaker, Caroline Dowd-Higgins is the right decision!” - *Kate P., Head of Global Talent at Elanco*

“Caroline Dowd-Higgins has a **dynamic message** that plays successfully across all platforms. As careerists seek to improve their lives, they look for **information that is inspiring, accessible, and easy to integrate**. Dowd-Higgins produces content that truly satisfies those needs. Her message fits easily into the ever-flowing rhythms and changing visions of our lives and careers.” - *Shelley S, Vice President, Original Content WTTW/PBS Chicago*

“Caroline **delivers excellent content in a smart, witty, and captivating way**. She is high energy, informative, and motivating while **delivering teachable moments with advice and action steps** to empower the participants on their professional career journey.” - *Tom S., Senior Director, Cook Medical*

“Without question, Caroline is **one of the best speakers I have ever seen**. She has the kind of **star power** that draws her audience members in and engages them deeply with the messages she’s conveying. Caroline knows how to deliver a keynote, yet what truly sets her apart is the **relatability and accessibility** she conveys while delivering a powerful message. On stage in front of crowds of all sizes and compositions, Caroline Dowd-Higgins delivers and inspires. Most impressively, though, she does so with a perfect combination of confidence and warmth—delighting her audiences and leaving a lasting impression that resonates long after an event is over.” - *Dana C, Founder and Principal Northstarr Strategies*

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STAGE INTRO

NOTE: CAROLINE is pronounced “Caro – LINE (not Lynn) rhymes with FINE

Our speaker today has many titles: dynamic keynote speaker, certified executive coach, workplace wellbeing and peak performance expert, best-selling author, global podcaster, and dog mom.

A former executive leader, she designed and implemented innovative talent and professional development ventures in organizations for 20 years. Caroline is now proud to be a certified Women’s Business Enterprise in her own company.

She is on a mission to empower you to do your best work and live your best life, which is why she’s here today.

Please give a big, warm welcome to... Caroline Dowd-Higgins!

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AV REQUIREMENTS

Presentation Delivery:

- 1.Primary Option: Caroline prefers to arrive with her presentation on a thumb drive, as she customizes content for each event.
- 2.Secondary Option: The presentation can be sent in advance upon client request.

Technical Needs:

- Slide Control: A Perfect Cue system (or equivalent) for Caroline to control slides directly.
- Microphone: A wireless lavalier microphone connected to a professional audio system.
- A/V Check: Caroline requires an A/V check at least 30 minutes before taking the stage.

Stage Preferences:

- Confidence Monitor: Strongly prefers at least one confidence monitor.
- Podium: Caroline prefers no podium on stage. If one is required, please position it toward the back, allowing her to move freely in front of it.
- Water: A bottle of water should be available on stage.

Audience Arrangement:

- Seating: Caroline's programs are highly interactive. Please try to fill the seats in the front for optimal energy and engagement.

