



# CLARE KUMAR

empowering performance through inclusive design

Leaders want the best from their people yet heavy workloads and performance-limiting conditions invite employees to **check out**, **burn out**, or **opt out**. Diverse voices, including some of your best, are lost and must be replaced and retrained. Clare is committed to helping organizations invite the richest contributions from its entire workforce - through keynotes, workshops, mindset-shifting coaching, and custom consulting.

Proudly neuroatypical, Clare founded **Happy Space®**, a podcast and movement to inspire a more hospitable & inclusive world.

Since 2009, Clare has been a regular **media contributor** on **productivity, inclusivity, work-life integration** and the **future of work**. She has delivered talks to **Facebook, TMU, RBC, & TD Bank**, and represented brands such as **Intel, LG, Ikea, and The Home Depot**, and consulted on product & process design for **Staples, Whirlpool, & Neatfreak**.

Clare has earned a B. Sc. in Biology, Diploma in Business Administration, and Certificate in Executive Coaching. She is also proud to be the **Canadian Regional Director** of the **Hidden Disabilities Sunflower** program.

keynotes • workshops • coaching • consulting

"best presenter at the conference!" "an inspiration!" "everyone needs what Clare presented"

## KEYNOTES

### ASK, ALREADY!™

Key conversations to invite great work

### HYBRID IS HARDER™

Leadership skills for an abstract world

### PRODUCTIVITY CPR™

Reviving post-pandemic performance

### NEVER MIND THE LABELS™

Leading with accessibility over accommodation

### KEEP CALM & CARRY ON

Designing inclusion with neurological safety

## IN THE MEDIA

THE GLOBE AND MAIL \* Cityline MARILYN TORONTO STAR



MACLEAN'S

etalk



CHATELAINE



Canadian Living



## ASK, ALREADY!™

**inclusion**

### Key conversations to invite great work

Leaders want the best from their teams yet can be unintentionally squandering human potential through overwork, false assumptions, and a lack of understanding. Employees, too, can make poor decisions favoring people-pleasing over sustainable performance. We are missing key conversations to turn around performance losses into wins for everyone involved. Integrates the individual self-reflection tool, the Happy Space® Work Style Profile™.

#### key learnings

- articulate individual preferences for optimal performance
- confront resistance to & build skills for self-advocacy
- explore how to invite the best from your others
- discover a massively-overlooked opportunity for recognition

**performance**

## HYBRID IS HARDER™

### Leadership skills for an abstract world

We've always had to deal with the abstract nature of time, but with people working away from the office, they are now abstract, too. Effectively managing remote & hybrid teams in a complex world demands next-level time and task management skills and compassionate communication, all of which are discussed in this interactive experience.

#### key learnings

- uncover a refreshed leadership mindset
- learn more effective communication techniques
- respect the "Three Safeties™"
- explore challenges with synchronous work

My team raved about  
the outcomes.

CENTER FOR BUSINESS  
INNOVATION

Inspiring speaker  
who motivated me to  
change personally  
and professionally.

FINANCIAL SERVICES

**Reviving post-pandemic performance**

Despite going through global trauma and continuing existential crisis, employees want to offer their best... yet struggle to successfully manage workloads along with a fulfilling personal life. Take a closer look at what influences one's performance with Productivity CPR - a holistic model exploring setting intentions, managing attention, and optimizing execution. Uncover key strategies in each area and reclaim pride in sustainable performance..

**key learnings**

- set intentions using the LifeTime Management Survey™
- explore Eight Performance Essentials™ to identify personal performance policies and better manage attention
- define rituals to support reliable execution

**NEVER MIND THE LABELS™****Offering accessibility over accommodation**

Most organizations have an accommodation process that is dependent upon medical diagnoses. With diagnosis often being a privilege due to cost and availability, there is an increasing prevalence of self-diagnosis, especially for neurodivergent ways of being. We'll explore how to move towards an accessibility mindset to proactively eliminate the need for accommodations.

**key learnings**

- understand medical and social models of disability
- explore the difference between accessibility and accommodation
- identify adjustments to increase accessibility

Simple, yet profound.  
SPEAKING PROFESSIONAL

I put all of your  
suggestions into practice  
and feel like a new person.  
CHARITABLE NON-PROFIT



## KEEP CALM & CARRY ON

### Designing inclusion with neurological safety

High rates of disengagement, burnout, and opting out reveal that in many situations, people are, in fact, being designed out. If a space, culture, or experience feels toxic, you're simply not going to get the best out of anyone. What's missing is neurological safety, the key requirement to invite your employees and your customers to "keep calm and carry on".

#### key learnings

- define the three elements of neurological safety
- explore the consequences of ignoring neurological safety
- reflect upon and discuss how you're already creating safety
- identify opportunities to improve space, culture, and experience

Great information & practical strategies.

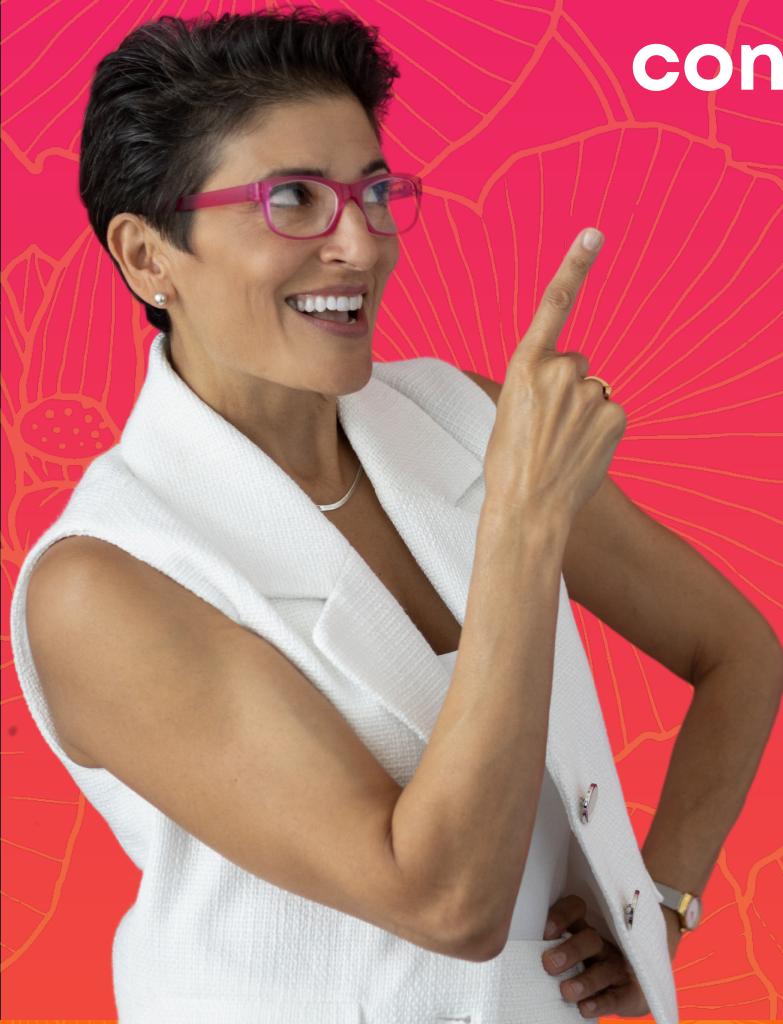
NAPO SUMMIT

Well-spoken.

What you say makes sense.

INTERNATIONAL SYMPOSIUM  
ON CIVIL AVIATION

## connect with Clare



### the Happy Space® Podcast

- where design inspires performance and inclusion

the museletter

Clare's newsletter  
....inspired by you



the podcast and  
other useful playlists



insightful commentary and  
the Happy Space newsletter

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