

You hired their brilliance. You're getting their **compliance**. That gap is costing you.

It doesn't look like silence. It looks like being easy to work with. Agreeable. Low drama. Someone you never have to manage hard. And it costs more than anything on your risk register.

WHY SHE KNOWS WHAT SHE KNOWS

My brother was murdered. My sister and my father died of illness. I had a stroke. I've been divorced. I'm raising two neurodivergent children. And I work a frontline job where people turn up on the worst day of their life.

None of that is the interesting part. **This is:** a life like that turns you into an instrument. You learn to read a room before you're in it, and to catch the exact second a person decides not to say the thing.

That's the skill I bring into your business. It's why I can see the cost that shows up on no report — **capable people quietly holding back the very thing they were hired for** — and name it in a way your room recognises instead of resents.

At fifty I worked out I'd been doing it my whole life, and there was nobody left to blame. That's not a nice thing to find out. It's a very useful thing to be able to say out loud to a room of leaders.

"My work is closing the gap between the scope of who someone actually is, and the scope they've shrunk themselves down to."

AMANDA ANDERSON

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SPEAKING
ENGAGEMENTS
INTERNATIONALLY

19

YEARS IN NLP,
RESILIENCE &
APPLIED MENTAL
HEALTH

10k

STAFF IN THE
GLOBAL
PROGRAMME SHE
BUILT

"Her session left a lasting impression" — rated 9/10, and the audience asked for more.

JIAMIN WONG · INTELLECT, SINGAPORE

"If you ever have the chance to hear Amanda speak, take it."

MITCH QUEK · PANEL DELEGATE

THE TRACK RECORD

- Created the Global Mental Health programme at L'Occitane en Provence — a three-year roadmap for 10,000 staff
- NSW State Manager, frontline domestic abuse and homelessness outreach — 4Voices
- Master NLP Practitioner · Mental Health First Aid · Beyond Blue speaker
- Founder and editor, TOTALLY MENTAL™ magazine — 200+ editions
- Named in Microsoft's Top 10 Speakers to Follow, 2025

STAGES, MEDIA & PARTNERS

L'Occitane en Provence · KPMG Asia · Workplace Health & Safety Show · Wellbeing at Work · Women in Health & Safety Summit · Intellect · HR Daily · MindPeers · FemFounder · Pro Bono Australia · Life Coach Code · TraumaWise · Stop DV · She Is Me Global · Stories That Stir · The Impactful Voice Project · Tradie Wives

"Playing small doesn't protect you from danger. It invites it."

WHAT SHE'LL TALK ABOUT

Playing small isn't shyness.

You can be the loudest person in the room, challenge your boss weekly, and still be playing small everywhere it counts.

The Compliant Collapse.

Why organisations pay for brilliance and receive compliance — and why nobody notices until the cost lands.

The four ways value dies inside an organisation.

Unseen, unrewarded, unclear, unused — and the one that costs the most.

What crisis work teaches you about boardrooms.

Same human patterns. Better carpet.

You are the last to know.

Why warnings reach a leader as a crisis rather than as a warning, and what that delay is worth in money.

AI just made compliance free.

School spent 150 years manufacturing agreeable people. Machines now do it better and cheaper. So what is a human actually for?

What a leader does on Monday morning.

Not a culture programme. Four specific moves, and the one most leaders get backwards.

QUESTIONS THAT GET A REAL ANSWER

- ? *If playing small isn't shyness or low confidence, what is it?*
- ? *You say a leader is the last person to find out. Why?*
- ? *What did you see on the frontline that changed how you look at a boardroom?*
- ? *How would a leader know this is happening in their own team right now?*
- ? *What's the difference between someone bringing value and someone just being difficult?*
- ? *If a leader does one thing on Monday morning, what is it?*

FORMATS

- Keynotes, 20–60 minutes — conferences and summits
- Panels and fireside chats, as guest or host
- Half-day and full-day workshops
- Podcast, radio and broadcast interviews
- Written features, columns and comment

BASED

Sydney, Australia. Delivers in person across Australia, and virtually anywhere. Every session is built from a briefing conversation first — the room hears its own patterns, not a generic talk.

ROOMS SHE WORKS

Executive and board audiences, senior leadership teams, HR and People & Culture, high-pressure and safety-critical industries, and full-conference plenary rooms.

UK TRAVEL

Yes, for conferences, summits and keynotes where the engagement warrants the trip. Virtual sessions run at UK-friendly times.

ON REQUEST

Showreel, full briefing template, session outcomes, and delegate resources — the 30-Day Ladder, the Capability Gap Calculator and the white paper are all at amanda-anderson.com.au

BIO — 45 WORDS, FOR READING OUT

Amanda Anderson is a speaker, broadcaster and writer on why capable people hold back the very thing they were hired for. She created the global mental health programme at L'Occitane en Provence, and now runs frontline domestic abuse and homelessness outreach across New South Wales.

BIO — 120 WORDS, FOR PROGRAMMES

Amanda Anderson spent forty years playing small and didn't know that's what she was doing. She has spent her career studying what makes people do what they do — in boardrooms and in crisis.

She created the Global Mental Health programme at L'Occitane en Provence, a three-year roadmap for 10,000 staff, and today runs frontline domestic abuse and homelessness outreach across New South Wales for 4Voices. She is a Master NLP Practitioner, a Beyond Blue speaker, founder of TOTALLY MENTAL™ magazine, and was named in Microsoft's Top 10 Speakers to Follow in 2025. Her first book, *I Made It Look Easy*, is in development.

She works on one thing: the gap between the scope of who someone actually is, and the scope they've shrunk themselves down to.