

High-Performance Keynote Speaker



Marcey Rader is a Certified Speaking Professional®, one of approximately 700 worldwide, and a five-time author who teaches leaders and teams to do the right things first through relentless prioritization.

FEATURED IN: FAST COMPANY THRIVE GLOBAL SHAPE Inc. Prevention



The Right Things First: Why the Smartest People in the Room Still Choose Wrong

Your team already knows what matters. The problem is choosing it when it counts.

Format: Keynote.

Reclaim Your Workday: Build the System, Then Prove It Holds

A system for choosing the right work, stress-tested against the day you're not there.

Format: Workshop or training.

Deep Focus, Fewer Fires: Protecting Attention in an Always-On Workday

Attention is finite. Every ring, ping, and buzz spends more of it than you think.

Format: Keynote, breakout, or training.

*Part Two available: [Tame Your Inbox](#)

The Meeting Reset: Fewer Meetings, Faster Decisions

Kill it, shrink it, or keep it: a real framework for the meetings eating your calendar.

Format: Keynote, breakout, or training.

*Part Two available: [Virtual and Inclusive by Design](#)

The Remote Reset: Focused and Present, Wherever You Work

Real visibility without performing busyness. An end to the workday without guilt.

Format: Keynote, breakout, or training.

*Part Two available: [Leading a Team You Can't See](#)



THE RIGHT THINGS FIRST: WHY THE SMARTEST PEOPLE IN THE ROOM STILL CHOOSE WRONG



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Ask any leader on your team what matters most and they'll answer without blinking. That was never the gap.

The gap shows up in the meeting that runs long anyway. In the request nobody had the nerve to say no to. In the project everyone keeps funding because stopping it feels harder than continuing it. *Your team isn't confused about priorities.* They're losing the moment when priorities are actually chosen.

The Right Things First gives leaders one idea and one guardrail, a rule they set for themselves before they need it. Nobody hands it to them; they build it live in the room. The idea: **relentless prioritization beats endless optimization.** It's why that project nobody's willing to kill keeps eating the calendar anyway. The guardrail: leaders leave having named their own, specific to whatever's actually costing them right now, not a generic rule everyone gets the same version of. One idea, delivered hard enough that a room sees it in their own choices before the keynote ends.



[Watch Marcey's TEDx
Talk on Prioritization](#)

Format: Keynote. Pairs naturally with *Reclaim Your Workday* as the following working session.

Companion to the book: [The Right Things First: A Pocket Guide to Relentless Prioritization, by Marcey Rader.](#)



RECLAIM YOUR WORKDAY: BUILD THE SYSTEM. PROVE IT HOLDS.



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How long could your team run before things fell apart? A day? A week? A month? Most people don't actually know the answer.

Most teams run fine until someone's out. A vacation, a leave, a two-week notice, and the cracks show up fast. Coverage nobody planned for. Knowledge that lived in one person's head *and left with them*. A system that was never actually a system, just a group of people improvising in sync.

Reclaim Your Workday builds the real thing first: a repeatable system for choosing what gets done, built around three tools: **Task Batching, Theme Days, and the Altitude Method**. Teams that have already moved past treating coverage as an afterthought will find this goes further: it stress-tests the system already in place against the moment it's actually tested.

Attendees leave with a plan that protects the organization when someone's out: real coverage, a documented bottleneck process, and a gatekeeper who isn't guessing. And their own part in making that plan hold: clean handoffs, the right people alerted, and a genuine disconnect, because the plan only works if the person who built it actually follows it.

Takeaways

- ✓ Tools to build a repeatable way to choose the right work first.
- ✓ The real stress test: how long could your team run before coverage gaps and lost institutional knowledge start costing you?
- ✓ A documented bottleneck process and a real gatekeeper, not guesswork, for when someone's out.
- ✓ Each attendee's part in keeping the system running: clean handoffs, the right people alerted, and a genuine disconnect, since the plan only works if they follow it.
- ✓ A live action plan built in the room, not a handout.

*"If you're tired of feeling punched around by the demands of life and work, get ready for some truth bombs filled with actionable steps."
— Jeff Nischwitz, Director of Business Development*

Format: Workshop or training.

Companion to the book: [Reclaim Your Workday: Sustainable Productivity Strategies for the New World of Work by Marcey Rader](#).

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BOOK A CONNECTION CALL



DEEP FOCUS, FEWER FIRES: PROTECTING ATTENTION IN AN ALWAYS-ON WORKDAY



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Every ring, ping, and buzz costs more than the seconds it takes to check it. Attention runs out, and most teams are spending it like it doesn't.

This keynote makes the case: multitasking was never something human brains do well, no matter how good anyone's gotten at pretending otherwise. It breaks down the dopamine pull behind every notification, why "just a quick check" never stays quick, and hands leaders and teams **real tools to protect focus**, including body doubling, a technique borrowed from the ADHD community that works for almost anyone, not just the people it was built for.

Attendees leave having chosen one guardrail and one action, live in the room, ready to use.

Takeaways

- ✓ Attention is a finite resource. Every interruption costs more than the interruption itself.
- ✓ The real cost of multitasking, and why it was never something human brains were built to do well.
- ✓ Body doubling and other practical tools to protect focus, borrowed from the ADHD community, shown to help almost anyone.
- ✓ The dopamine mechanism behind every notification, and why "just a quick check" never actually stays quick.
- ✓ One guardrail, one action, chosen live in the room.



[Watch the Clip](#)

"It was shocking to understand how dependent and consumed I am with my devices. I want to be more present with those around me instead of using my phone."
– Keith Hudson, President, Jim Hudson Automotives Group

Format: Keynote, breakout, or training.

Pairs with: [Tame Your Inbox](#), a hands-on session on filters, templates, and communication norms.



DEEP FOCUS, FEWER FIRES, PART TWO: TAME YOUR INBOX



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**The keynote makes the case that attention is finite.
This is where that case turns into a system.**

Attendees learn OHIO, Only Handle It Once, a principle Marcey's taught for over a decade, originally built for paper mail and deliberately adapted for the inbox: delete, delegate, reply, archive, or task, nothing sits undecided. From there, the session builds the norms that keep it that way, a reply-all policy decided on purpose instead of left to instinct, subject lines that route work without anyone opening the email first, and a communications matrix, an if-this-then-that across five things: the type of communication, the right channel, its purpose, how fast a response is actually expected, and who needs to be on the thread. **No more guessing which channel a message belongs in.**

Attendees leave with one real piece of their new system worked out and ready to implement: a filter, a template, or a categorized inbox. *Not a list of good intentions.*

Takeaways

- ✓ **OHIO, Only Handle It Once: a simple rule for never touching the same email twice.**
- ✓ **A five-way sort to delete, delegate, reply, archive, or task, so nothing sits undecided.**
- ✓ **A communications matrix across five axes: communication type, channel, purpose, response time, and participants, so nobody's guessing which tool a message belongs in.**
- ✓ **Team norms, decided with intention: reply-all, aliases, tone, instead of left to instinct.**
- ✓ **One real piece of the system, worked out and ready to use: a filter, a template, or a categorized inbox.**

"I cannot believe how much I was missing out on in Outlook! I'm already enjoying the focused/other inbox and the favorites." – Briana Reif, Marketing and Growth Specialist, Galasso Learning Solutions

Format: Breakout or training.

Pairs with: [Deep Focus, Fewer Fires](#), a keynote on protecting attention in an always-on workday.



THE MEETING RESET: FEWER MEETINGS, FASTER DECISIONS



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Sixty-seven percent of people attending meetings call them unproductive
(*State of Meeting Note-Taking, Laxis*).

The Meeting Reset gives leaders a three-way decision framework: **kill it, shrink it, or keep it**, and starts with the question that should come before the invite goes out: Does this need to be a meeting at all? Three questions decide it, along with a real weekly meeting budget, meeting-free days, and a clear-eyed look at what AI notetakers change and what they still can't replace.

For the meetings that do happen: right-sized length, real accountability for action items, and facilitation tools that keep discussion moving without shutting anyone down. The guardrail here isn't a device ban; it's staying genuinely present, whatever that looks like for the person in the room.

Attendees leave having run one of their own recurring meetings through kill it, shrink it, or keep it, live, and decided on the spot.

Takeaways

- ✓ A clear filter for deciding whether a meeting needs to happen at all, updated for what AI notetakers genuinely change and what they don't.
- ✓ The real cost of meetings, and a system for right-sizing who's in the room and how long it runs.
- ✓ Facilitation tools that keep the discussion moving without shutting anyone down.
- ✓ A guardrail that protects real presence without a blanket ban on devices, since some people focus better when typing, doodling, or mapping out ideas.
- ✓ Kill it, shrink it, or keep it: a live decision on one of their own recurring meetings, made in the room.

"This is one of my favorite trainings ever. So appreciated all the concrete examples and suggestions. I wish every training were this tangible!" – Mirin Greenberger, Software Development Manager, IDEXX

Format: Keynote, breakout, or training.

Pairs with: [Virtual and Inclusive by Design](#), a session on hybrid meeting equity and neuro-inclusive practice.



THE MEETING RESET, PART TWO: VIRTUAL AND INCLUSIVE BY DESIGN



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The core session decides which meetings deserve to exist and runs them well. This add-on goes deeper into two things that only show up once a team goes hybrid or remote.

Does everyone actually get heard, whether they're in the room or not? Meeting equity and neurodivergent inclusion turn out to have the same underlying question: does someone get a fair shot at contributing, regardless of why they're quieter or less visible, a bad connection, a camera that's off, or a different way of processing a live conversation? Attendees build this with a **Camera Norms Conversation**, a short discussion, done once, that sets what "on" and "off" actually mean for the team.

The same logic decides when a meeting shouldn't be synchronous at all: a named owner, a response time, and a length cap, so updates actually get read.

Attendees leave having made one real decision on their own calendar: keep a meeting synchronous, or move it async.

Takeaways

- ✓ Meeting equity and neuro-inclusive practice solve the same underlying problem: does someone get a fair shot at contributing, regardless of why they're quieter or less visible, a bad connection, a camera that's off, or a different way of processing a live conversation?
- ✓ A Camera Norms Conversation: a brief discussion that documents what "on" and "off" actually mean for this specific team.
- ✓ When to skip the meeting entirely: a named owner, a response time, and a length cap that keep async updates from becoming a new inbox to manage.
- ✓ A practical standard for making sure remote, in-room, and neurodivergent participants all get an equal shot, not three separate rulebooks.
- ✓ One meeting on the calendar, decided live: keep it synchronous, or move it async.

Format: Breakout or training

Pairs with: [The Meeting Reset](#), a keynote on cutting the meetings that don't need to exist.



THE REMOTE RESET: FOCUSED AND PRESENT, WHEREVER YOU WORK



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Remote work creates two problems that an office never had. No one sees you work, only whether you look like you're working, and nothing tells you when the day ends.

Half of remote workers worry visibility gaps will hurt their career progression (*Microsoft Work Trend Index*). **Proximity bias is measurable, not imagined**, and looking active isn't the same as being effective. Proactive updates and intentional check-ins make the work visible. No green dot required.

Disconnecting gets the same treatment. Isolation-driven and boundary-erosion burnout are different problems with different causes: one comes from under-stimulation; the other from norms that were never set. This session builds guardrails for transition rituals and DND signals that are actually respected, and for honest availability with the people around you.

Attendees leave having chosen one guardrail, tested the next day. This is a personal commitment, not a tracked deliverable, built to hold on its own.

Takeaways

- ✓ Proximity bias is measurable, not imagined, and looking active isn't the same as being effective.
- ✓ The two distinct burnout risks in remote work, isolation and boundary erosion, and why they need different fixes.
- ✓ Real guardrails for disconnecting: transition rituals, screen-free time blocks, and honest availability with the people around you.
- ✓ A DND signal that's respected, not just displayed.
- ✓ One guardrail, chosen live, tested the next day.

"From a 3-day conference, this was one of two impactful sessions and left me with big takeaways to work with my global team."
— KayLynn Dalebout, Founder, Clockwork Accounting

Format: Keynote, breakout, or training

Pairs with: [Leading a Team You Can't See](#), a session for managers on delegation and proximity bias.



THE REMOTE RESET, PART TWO: LEADING A TEAM YOU CAN'T SEE



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Managers carry every visibility and burnout risk their team does, plus one more: they decide who gets seen, advocated for, and protected.

This add-on builds directly on *The Remote Reset's* foundation, with what's specific to leading people you can't see in the room. Proximity bias isn't just something remote workers feel; it's something a manager actively produces or prevents in who gets picked, praised, and promoted. The instinct to counter that by monitoring more closely tends to backfire; **trust erodes faster than oversight can catch up**. Real delegation does the opposite: name the decision, watch it back once, and set the check-in date. It gives time back instead of disempowering the team member.

Managers leave having built one weekly habit for staying genuinely connected to their team, not a tracking system, and committed to one guardrail of their own to model, starting this week.

Takeaways

- ✓ Proximity bias isn't just something remote workers feel; it's something managers actively produce or prevent in how people get seen, picked, and promoted.
- ✓ Why monitoring harder tends to backfire: trust erodes faster than oversight ever catches up.
- ✓ Delegation that actually gives a manager real time back: name the decision, watch it back once, and set the check-in date.
- ✓ How to model the guardrails you want your team to trust, not just announce them.
- ✓ One weekly habit for staying connected to the team, plus one guardrail of their own.



[Watch a Clip](#)

Format: Keynote, breakout, or training.

Pairs with: [The Remote Reset](#), a keynote on staying visible and present while working remotely.