

KEYNOTE · LEADING IN A DIGITAL ERA

AI, Belonging and the Human Future of Work

A practical, grounded keynote that reframes AI as a belonging, culture and leadership issue — not a technical one. No hype. No doom.

“ AI doesn’t create a culture. It amplifies the culture it enters. ”

Artificial intelligence is already reshaping how people communicate, apply for jobs, learn, make decisions and resolve conflict. The real challenge isn’t the technology — it’s human.

Joanne looks squarely at AI bias, AI-assisted grievances, recruitment risk, the emerging AI readiness divide, and the need for human judgement in an increasingly automated workplace. Audiences leave clear on a single idea: AI can amplify exclusion or strengthen belonging — and which one it does is a choice.

— What the audience leaves with

01
The risks and opportunities of AI
 Bias, over-reliance, hallucination, and the amplification of existing inequalities.

02
The AI readiness divide
 Where confidence, competence and critical thinking decide who takes part and who gets left behind.

03
Where the human has to hold
 How AI is changing recruitment, employee relations and communication — and where judgement, governance and ethics must stay.

04
Practical ways to use AI for belonging
 Inclusive prompting, psychological safety, responsible experimentation, human-centred decisions.

— What’s in it for your audience

A timely session that connects AI to the questions people actually face at work — trust, talent, fairness, employee voice, recruitment and future readiness. Delegates leave able to question AI outputs, use AI more responsibly, and treat belonging as something designed into the future of work rather than assumed. No technical background needed; everyone in the room can act on it the same week.

— Who it’s for

- **Conference & all-hands** — a whole-workforce keynote.
- **Belonging, EDI & culture events** — AI inside an inclusion frame.
- **Leadership & HR** — a boardroom cut on governance, talent and role-modelling.
- **L&D & teams** — an interactive workshop with a take-away action plan.

— How the room is different afterwards

Think
 AI is a belonging, culture and leadership issue — not just a technical tool.

Act
 Question AI outputs, use AI responsibly, and apply stronger critical thinking.

Feel
 Less hype, less fear — more confident keeping humanity in the final say.

— Why Joanne

Most AI sessions sit at one of two extremes — breathless excitement, or a list of things to fear. Joanne keeps the conversation where people actually work: the grievance already on someone's desk, the CV that may or may not be the candidate, the colleague who feels left behind.

She brings two things that matter for this subject. She works at the intersection of inclusion and the everyday reality of organisational life — helping workplaces respond to complexity with confidence rather than fear, in language that lands across the spectrum, not just with the already-convinced. And she genuinely uses these tools: platform-agnostic and comfortable in the technology, so the examples come from real use, not headlines.

Joanne Lockwood is the founder of SEE Change Happen, a Fellow and former Chair of the Professional Speaking Association UK&I, a Member of the Institute of Equality and Diversity Professionals, a CPD Standards Office accredited speaker, and host of the *Inclusion Bites* podcast. Her route to the stage runs through a career in IT and STEM — the rare inclusion voice who understands what's under the bonnet.

— Formats & interaction

Stretchy by design

A 15–30 min conference keynote, a 60 min webinar, or a 60–90 min interactive workshop — same content, interactivity scaled to the time.

In-person, virtual or hybrid

Platform-agnostic for online delivery — conference platforms, Teams, Zoom, with Mentimeter-style polling if preferred.

Built for large rooms

Native polls, chat-based reflection, word clouds and moderated Q&A carry a global audience without breakout rooms.

— Also available as focused sessions

- **AI Bias** — who gets designed in, and who gets designed out.
- **When AI Escalates Instead of Resolves** — AI-assisted grievances.
- **AI for Good in Recruitment** — automation, the law and human insight.
- **From AI Divide to AI Readiness** — empowering the whole workforce.
- **Using AI for Good** — from risk to belonging.
- **Inclusive AI Leadership** — the boardroom cut: trust, talent, transformation.

If AI is already reshaping how people communicate, apply, decide and belong, can any organisation afford to treat it as anything less than a culture issue?

Smile · Engage · Educate

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