



Dr. Natalie
DRNATALIEPICKERING.COM

Dr. Natalie Pickering works with leaders, teams, and organizations who want to tap their talent, transform culture, and tackle leadership challenges with a practical, works-for-us strategy and flourishing first foundation.



Client Praise

This was the most transformational training experience of my 22-year career.

-Physician Leader, 2-day offsite

She just hit it out of the park!

-Conference Event Planner

I would sit through an entire week with this speaker!

-1-Day offsite Leading Becomes You training

I deeply appreciate Dr. Natalie's mastery of the topic, the excellent presentation of the material and the true transformative, deep learning into which she led us.

-1- Day Teaming Becomes YOU Participant

**Align leaders and teams.
Boost outcomes.
Create meaningful change.**

- **Develop teams and leaders via a personalized flourishing approach.**
- **A fresh framework for identity-based leadership**
- **Bring meaningful, sustainable change with highly actionable insights**
- **Retain engaged high performers with a high-performance experience.**

Dr. Pickering knows people, leadership and workplace flourishing! A TEDx speaker, author, organizational psychologist and ICF coach who has worked inside and across multiple industries, including internationally. Her repeat-requested speaking and program facilitation boost resilience, relationships, well-being, and the bottom line.

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PICKERING

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SIGNATURE SPEAKING TOPICS

Leading Becomes You – How leading from the inside out unlocks workforce engagement

The Hidden Cost of Disconnection – Why leaders lose people and how to build cultures of belonging

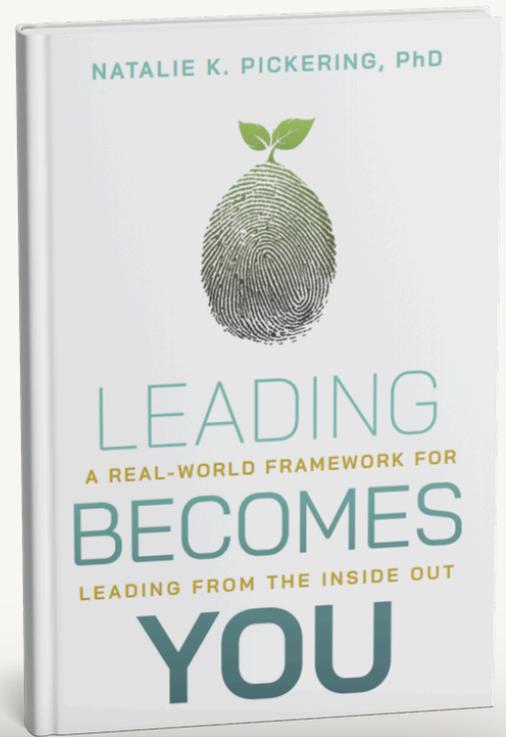
Beating Burnout: Beyond Self-Care – Real Resilience strategies for leaders and teams in demanding environments

From Kaizen to Catalyzing – Moving beyond checklists to sustainable, transformational leaders, teams, businesses

Identity-Informed Safety – Build cultures of safety to support deep innovation and synergy

From Manager to Leader – Shifting from performance scripts to authentic influence

Why Culture Follows Identity-First Leadership – How leaders who anchor in authenticity create ripple effects that build thriving, sustainable organizations.



“Dr. Natalie Pickering is the kind of person who, if you met her in line in the grocery store, would strike up an animated, humorous conversation with you, all the while offering curative advice that you would later, sitting in your car realize, significantly impacted your life and wellbeing. I know. I’ve had that conversation with her. You must read her animated, skillfully written practical guide to becoming the leader who knows how to lead from their own skin. *Five stars!*”

–Jamie Winship, Author, Speaker, Founder, Identity Exchange

IG #drnataliepickering

LinkedIn #drnataliepickering



BIO

Natalie Cupples Pickering, PhD, is an organizational psychologist, executive coach, author, and TEDx speaker who helps leaders reclaim their identity-as-strategy and lead with authenticity. With more than twenty years of experience spanning healthcare, education, human performance, and global organizations, she has guided executives, founders, and leadership teams through culture change, strategic growth, and moments of deep personal transformation.

Known for her rare ability to blend sharp insight with genuine warmth, her speaking and workshop experiences are equal parts soul and story—equipping leaders with clarity to connect, the confidence to act, and the courage to lead from their own skin.

She is the founder of *Becoming Works*, a leadership development firm that equips organizations to scale without losing soul. When she's not helping leaders flourish, Natalie enjoys drinking coffee, hiking wooded trails, and traveling.

WORK WITH DR. NATALIE

- **Keynotes:** conferences, leadership summits, company wide events
- **Executive and Team Retreats:** reset culture, align leadership, drive lasting results
- **Panel Participation:** psychological depth, humor, accessible expertise
- **Virtual Training and Webinars:** tailored for remote or hybrid teams, interactive, engaging
- **Podcast and Media Guesting:** distills psychology into compelling takeaways
- **Custom Leadership Programs:** co-designed to fit your sector's challenges and your leaders' growth needs