

Desi Payne is an international keynote speaker, author, and workplace culture expert who helps organizations strengthen leadership, reduce burnout, and build more engaged teams. With 25 years of experience in the hospital industry, along with a background as a business owner and entrepreneur, she brings both credibility and practical insight to her presentations. Desi has delivered resilience-focused presentations to more than 30,000 students, spoken in 27 states, and is also an award-winning speaker and family entertainer.

Desi is the host of *The Energized Leader* podcast. She is a frequent guest on the lifestyle television program, *Hello Iowa!* with a following who learn about how to manage stress.

Many things could be said about Desi, but the quote that best describes her reads: "I laughed and cried the first time I saw her!" ...and that was said by her mother.

Please welcome Desi Payne.