

**DANIELA LANDHERR**

Author of

**EVERYTHING IS WORKING.  
NOTHING IS MOVING.**

---

Helping leadership teams  
move what is stuck.

**Forbes**

Coaches  
Council



**TEDx**



# “FEAR SPREADS FASTER IN ORGANIZATIONS THAN ANY STRATEGY.”

---

Most organizations don't fail because people don't care. They stall because of **hidden human dynamics**.

People stop saying what they see.

Leaders confuse yay-saying with alignment.

Leaders protect their silo

Risks are softened

Innovation gets replaced by caution

## “INNOVATION BEGINS WHERE FEAR ENDS.”



## 15 YEARS AT GOOGLE. LEADERSHIP METHODS AT SCALE.



### 15 Years at Google

Former Head of Talent Engagement EMEA, helping leaders navigate scale, complexity, and transformation.



### Executive Teams

Trusted advisor to CEOs, Boards and Senior Leadership Teams across industries.



### Academia & Advisory

Executive coach, lecturer at renowned universities, Forbes Coaches Council member, board member and advisor.



### Transformation

Creating the conditions for honest conversations, courageous leadership and meaningful movement.

# TRUSTED BY LEADING ORGANIZATIONS

Organizations that choose to create movement.

Google

Deloitte.



Mercedes-Benz

SIEMENS

Allianz 



MHP  
A PORSCHE COMPANY



ZIMMER BIOMET



UBS



Zuger  
Kantonalbank



Implenia



# WHAT AUDIENCES LEAVE WITH



4.9 / 5

AVERAGE KEYNOTE RATING  
ACROSS EVENTS

Real impact. Meaningful conversations. Actionable takeaways.



## AHA MOMENTS

Leaders see dynamics they were previously unaware of.

“  
You helped us see what we had been missing.”

Head of Operations  
Mercedes-Benz



## LASTING IMPACT

The discussion continues long after the event ends.

“  
The audience was still discussing the ideas long afterwards.”

CHRO  
HR Summit



## MEMORABLE

Simple stories and concepts people remember and talk about.

“  
The Penguin Story was my biggest takeaway from everything I heard.”

UBS Executive Panel



## ACTIONABLE

Practical tools leaders can use immediately in their world.

“  
Which hat are you wearing?” became an ongoing discussion.”

Google Leadership Offsite

REGULARLY RANKED **AMONG THE HIGHEST-RATED** SESSIONS OF THE CONFERENCE. 88% REBOOKING RATE.

# FEAR SPREADS FASTER THAN STRATEGY

Why smart organizations become cautious, silent and slow — and what leaders can do about it.

Organizations rarely fail because people don't care. They stall when fear quietly becomes more influential than strategy.

In this keynote, Daniela reveals how hidden human dynamics shape decision-making, innovation and execution — and how leaders can create the conditions where people speak up, challenge assumptions and move faster together.

## AUDIENCE WILL LEAVE WITH:

- A new lens for understanding stalled execution
- The ability to recognize fear-based leadership behaviors
- Practical tools for creating candor, trust and movement

## BEST FOR:

- Leadership Offsites ·
- Executive Conferences ·
- Transformation Initiatives ·
- Senior Leadership Teams



## SIGNATURE TAKEAWAY:

Fear spreads faster than strategy.

Leaders shape which one wins.



# EVERYTHING IS WORKING. NOTHING IS MOVING.

Why organizations stall even when everyone is busy.

Most organizations do not struggle because people lack talent, effort or ambition. They struggle because energy gets trapped in competing priorities, hidden friction and false alignment.

In this keynote, Daniela uncovers why organizations stall even when everyone is busy and what leaders can do to create clarity, momentum and meaningful progress again.

## AUDIENCE WILL LEAVE WITH:

- Why movement stalls
- How to identify hidden blockers
- How to create momentum again

## BEST FOR:

Strategy Offsites ·  
Leadership Summits ·  
Transformation Programs ·  
Executive Retreats



**SIGNATURE TAKEAWAY:**  
Activity is not progress.

Movement begins when leaders address what has been slowing the organization down all along.



# INNOVATION DIES IN SILENCE

Why innovation depends on candor, trust and intelligent risk-taking.

Most organizations don't suffer from a shortage of ideas. They struggle because people hesitate to challenge assumptions, share concerns or take intelligent risks.

In this keynote, Daniela explores the human dynamics that drive innovation, revealing how leaders can create environments where people speak up, experiment and contribute their best thinking.

## AUDIENCE WILL LEAVE WITH:

- Why innovation slows in organizations
- How fear suppresses ideas and risk-taking
- How to create conditions where innovation thrives

## BEST FOR:

Innovation Conferences ·  
R&D Teams · Leadership  
Teams · Future of Work  
Events · Offsites · Town Halls



## SIGNATURE TAKEAWAY:

Innovation is not an idea problem.

It's often a safety problem.



# WAYS TO WORK WITH DANIELA LANDHERR

Creating movement before, during and after the event.

MOST REQUESTED



## KEYNOTE

Inspire new thinking and spark meaningful conversations.



## KEYNOTE & WORKSHOP

Turn insight into action. Build alignment and create momentum.



## LEADERSHIP OFFSITE

Surface what matters and move what's stuck.



## LEADERSHIP SIMULATION

Experience leadership under pressure, uncertainty and time constraints.

In collaboration with:



## PODCASTS & MEDIA

Interviews, videos, panels, and discussions that expand your reach.

FLEXIBLE FORMATS.  
TAILORED TO YOUR AUDIENCE AND GOALS.



# THE BOOK

## BEHIND THE KEYNOTE

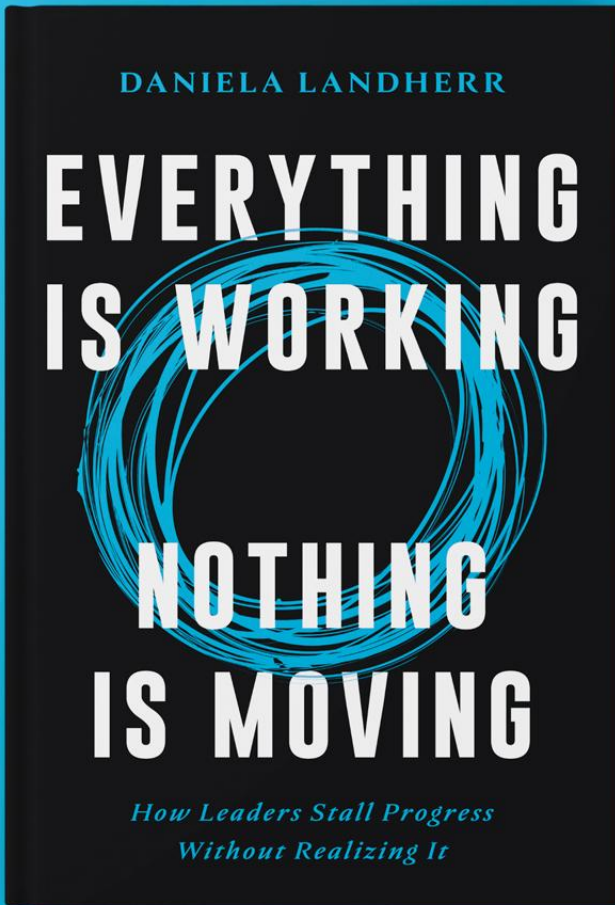
---

A new perspective on why organizations stall  
and how leaders create movement again.

Official launch date:

**29. JUNE 2026**

**amazon**



# SEE DANIELA LANDHERR IN ACTION



**TEDxSHN**  
x = independently organized TED



WATCH



**TEDx**

READ



**Forbes**

CONNECT



DANIELA  
LANDHERR