

A woman with long brown hair, wearing a blue long-sleeved top, is speaking at a black podium. She is smiling and looking slightly to her right. The background is a solid blue color with faint, semi-transparent logos and text. The text 'IWD 2026 SPEAKER KIT' is visible in the bottom right corner.

Danielle Dobson

BALANCE THE SCALES: Recode for Unity, Strength & Real Inclusion

*A keynote experience that inspires, unites
and activates real culture change.*

Creator of Reveal · Decode · Recode™ | Author of Breaking the Gender Code

IWD 2026 SPEAKER KIT



WATCH
DANIELLE
SPEAK

Each year, International Women's Day gives us an invitation, to acknowledge, to celebrate and to shift something. To ask better questions. To build better systems. To keep progressing forward.

This year's UN Women Australia's theme - Balance the Scales - couldn't be more aligned with my work. Because what's needed now, in addition to nuanced conversations, is clarity, courage and collective action.

I'm excited to be partnering with ERGs, DEI leaders and decision-makers across industries to design experiences that leave people stronger, wiser, and more connected. To leave them inspired in the moment and equipped for what's next.

If you're planning an event for IWD 2026 - or guiding others who are - I'd love to help you build something that makes a real impact.

Let's recode what's possible - together.

— Danielle Dobson

“When we reframe what's wrong and focus on what's strong, we can tackle what's next.

Danielle Dobson

WHO DANIELLE IS

Strategic catalyst | Award-winning speaker | Gender Code Breaker | Author of *Breaking the Gender Code*

Danielle Dobson is a speaker, facilitator, coach and consultant who has spent more than two decades at the intersection of leadership, gender, business and wellbeing. Her career spans global finance, tech, engineering, healthcare, education, legal sectors and more – always with a focus on performance through people.

She is the author of *Breaking the Gender Code*, creator of the *Recode the Culture* white paper, and a recognised voice in leading media including AFR, Forbes, CEO Magazine and ABC. Her unique expertise lies in transforming insights into action – working across all levels of an organisation, from frontline to C-suite.

Recent highlights include:

- Facilitating strategy and leadership sessions with CEO peer groups across Australia
- Designing culture-shifting sessions for global clients
- Coaching leaders in majority-male, male-led industries to lead with integrity and confidence
- Speaking to thousands across APAC on leadership, gender equity, and cultural transformation

Danielle's frameworks are practical, her delivery is dynamic, and her results are real. Her signature model – **Reveal • Decode • Recode™** – creates breakthrough moments for individuals, teams and organisations.

More than a speaker. She is a culture catalyst, trusted by leaders who care about business results *and* people.



WHY BOOK DANIELLE FOR IWD 2026?

- She brings **experience and depth** - 10+ years working with corporate and public audiences on IWD.
- Her **message aligns with any IWD theme** - and elevates it with a unifying, strengths-based lens.
- She takes a **systemic, practical approach** - going beyond awareness into actionable strategy.
- She provides **ongoing impact tools** - her sessions live beyond the applause.
- Her ethos: *"Reframe what's wrong, leverage what's strong, and use it all for what's next."*



When you book Danielle, you're not just booking a keynote. You're unlocking a deeper conversation about how your people lead, think, and perform.

[code]
conversations

IWD 2025

Accelerate Action: Strengthening the
Code to Succeed Together

SPARK
NORTH EAST

Presented by Danielle Dobson

March 2025

codeconversations.com.au

SIGNATURE IWD 2026 OFFERINGS

KEYNOTE

Redesigning the Code - Permission, Power & Progress

Build unity and empower lasting change.

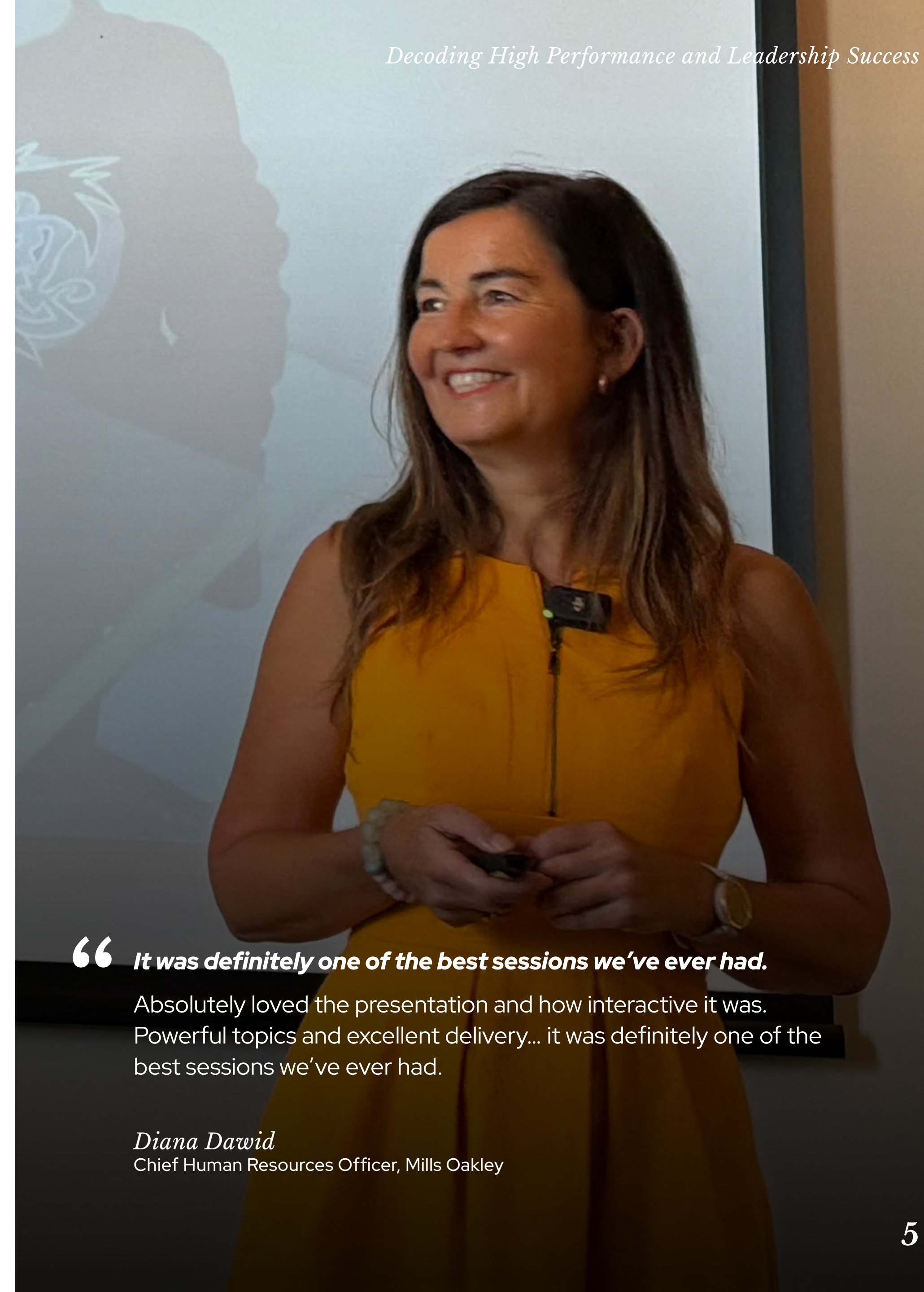
This flagship keynote challenges outdated norms, reclaims collective progress, and equips teams to rebalance the way we work – together. Featuring Danielle’s lived insights, story-driven delivery, and the Reveal • Decode • Recode™ model, this keynote brings real clarity and practical traction to the 2026 IWD theme.

KEY TAKEAWAYS:

- Reframe permission as a driver of personal and collective power
- Decode the unseen gender rules that shape identity and action
- Build strength-based momentum for inclusion, confidence and connection

Ideal For:

- All-staff IWD keynotes
- ERG-led initiatives
- Cultural transformation events



“ It was definitely one of the best sessions we’ve ever had.

Absolutely loved the presentation and how interactive it was. Powerful topics and excellent delivery... it was definitely one of the best sessions we’ve ever had.

Diana Dawid
Chief Human Resources Officer, Mills Oakley

KEYNOTE

Rewrite the Code - Stories of Strength, Shifts & Shared Progress

From generational roots to bold new rules.

This moving and motivational keynote explores how the unspoken codes passed through generations shape who we become and who we can be. Danielle shares powerful personal and professional stories that connect past to progress, helping audiences reflect, relate and rise together.

KEY TAKEAWAYS:

- Understand how generational codes shape today's workplace
- Leverage storytelling to spark belonging and bravery
- Rewrite outdated narratives for what's next

Ideal For:

- Audiences ready to explore personal, cultural and generational shifts in leadership and inclusion



“Danielle brings intellect, empathy and strategic insight to every engagement – motivating teams to challenge the status quo and build inclusive, high-performing cultures.

Lyn Hawkins
Managing Director, Business Women Australia

CONVERSATIOAL KEYNOTE

Beyond Balance - Live Insight, Real Action

Engagement that sticks.

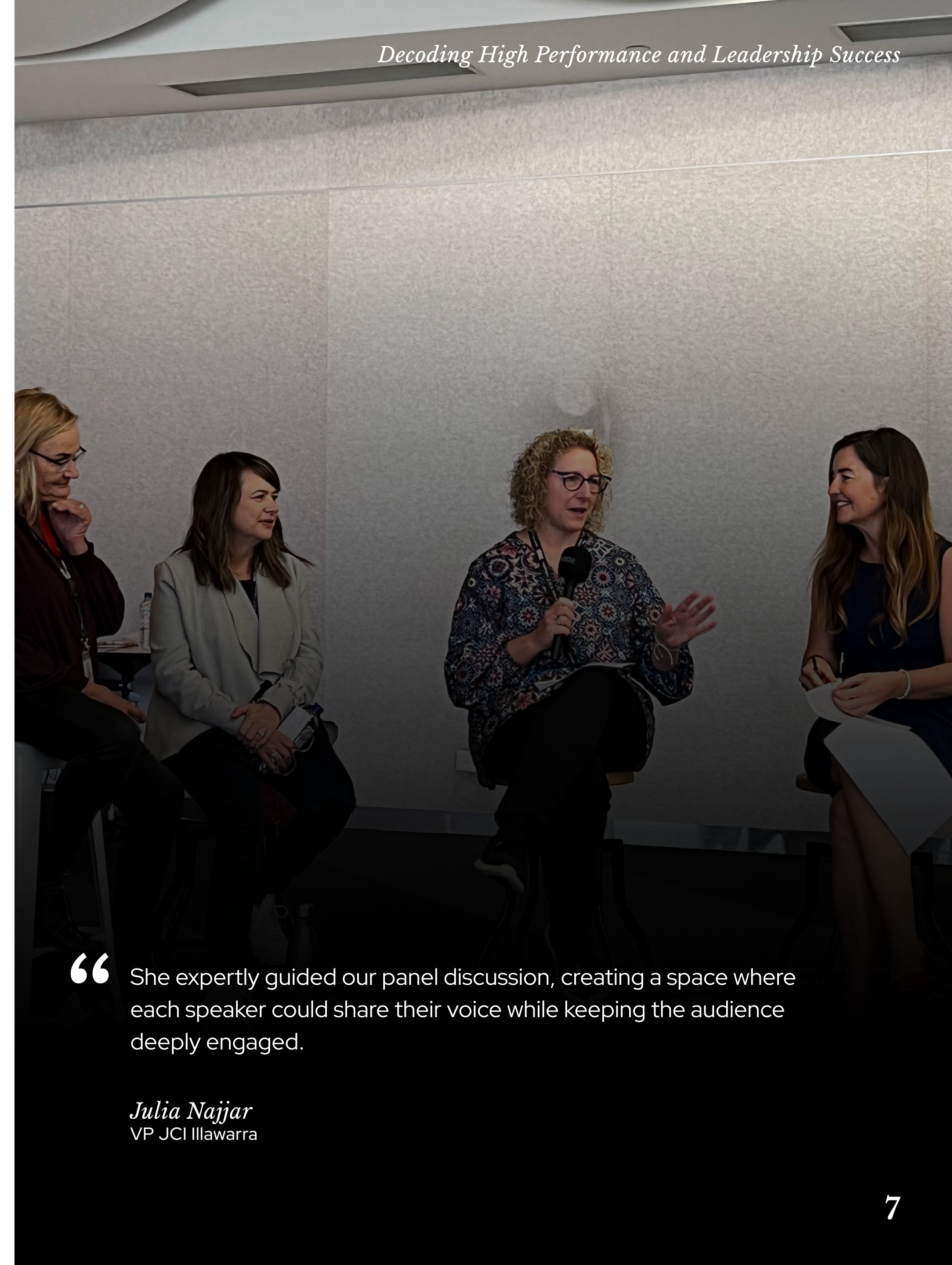
A dynamic keynote-meets-conversation format that blends curated insight with live interaction. Ideal for hybrid, ERG-led, or leadership-focused sessions.

KEY TAKEAWAYS:

- Honest, real-time dialogue that deepens understanding
- Action-oriented discussion, tailored to your people
- Safe space for reflection, challenge, and inspiration

Ideal For:

- People & Culture teams
- Leadership forums
- ERGs
- Diverse panels



“ She expertly guided our panel discussion, creating a space where each speaker could share their voice while keeping the audience deeply engaged.

Julia Najjar
VP JCI Illawarra

WORKSHOP

Recode in Action – Tools for Real Inclusion

From insight to implementation.

This hands-on, high-trust session equips teams to decode the blockers to inclusion and build new ways forward. Grounded in Danielle's Reveal • Decode • Recode™ and CAAP frameworks.

KEY TAKEAWAYS:

- Identify systemic friction points and their impact
- Leverage what's working to build what's next
- Leave with clarity, commitment, and action steps

Ideal For:

- People leaders
- DEI teams
- cross-functional taskforces

Each offering is grounded in Danielle's signature approach: a focus on unity, a strengths-based lens, and practical strategies that deliver measurable outcomes – driving better business through performance, productivity and profitability by investing in your people.



“Danielle's leadership session was a masterclass in inclusion and impact. Her frameworks are practical, her delivery authentic, and the shift in our community was immediate.

Dr Olga Lozova
Women in Project Management

BONUS OPTIONS FOR DIRECT BOOKINGS:

- Add-on: **Signed book bundles** (Breaking the Gender Code)
- Add-on: **White paper access** (Recode the Culture: A Blueprint for Inclusion That Delivers)
- Add-on: **Team toolkit** (follow-on discussion guides + video recap)



Trusted. Transformational. Talked About.

Danielle's sessions resonate across industries, delivering clarity, strengthening alignment, and driving performance that lasts. Here's what leaders and event organisers are saying:

Speaking Events

“ **A keynote they'll remember – and relate to.**

...thought-provoking keynote. Your passion, knowledge and delivery were exceptional. It's always fabulous to listen to a meaningful keynote, but truly memorable to witness the audience relate and engage.

Sarah Lisle, Manager – Research Entities, University of Wollongong

“ **Practical and Powerful**

...an interesting and thought-provoking talk. We've come away armed with knowledge and strategies, not only as a team but as individuals.

Claire Donnellan, Manager – APAC Regional Administrative Services, Russell Investments

“ **It was definitely one of the best sessions we've ever had.**

Absolutely loved the presentation and how interactive it was. Powerful topics and excellent delivery... it was definitely one of the best sessions we've ever had.

Diana Dawid, Chief Human Resources Officer, Mills Oakley

“ **High engagement and incredibly positive feedback.**

Danielle's expertise, knowledge and evidence-based insights were instrumental in helping us create some of the most successful events that we've had at Workwear Group. Danielle supported everything from planning to hosting. Educational, enjoyable and packed with practical skills. Her warm and friendly style made a real impact.

Vanessa Marven, Group GM, Workwear Group

“ **Still being talked about in the office.**

Great, thought-provoking session. So relatable. Plenty of little rocks to continue shifting the equality needle. Still very much a topic of conversation around the office.

Leah Hermassoo, Group Marketing Manager, Harris HMC

“ **Danielle's insights shaped the entire event.**

The insights from her research and her counsel have been invaluable in helping us define our approach. Always with outcomes and impact at the forefront.

Carly Little, GM, People, Safety & Sustainability, Workwear Group

Workshops

“ **A trusted guide for the conversations that matter.**
Danielle’s engaging, ego-free style created space for deep, powerful conversations. Several members said it was one of the best sessions they’ve ever experienced.

Greg Stevenson
Chair, Vistage Australia

“ She facilitated deep insights, holding the space for genuine contribution and connection.
Joanna Stuart
Founder & Director, Brew Accounting

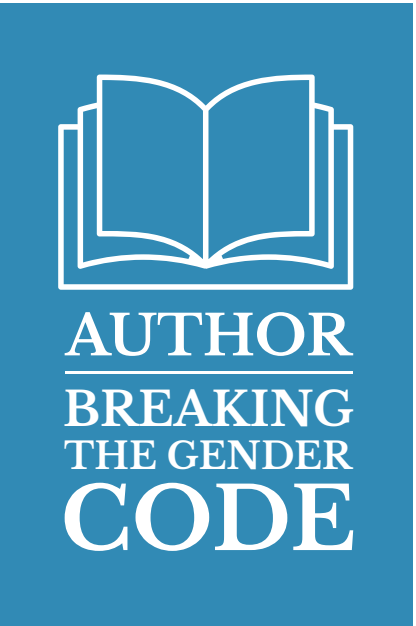
“ Thank you for bringing your energy, warmth, colour and expertise to our virtual summit and professional community. Beautifully presented and expertly executed.
Dr. Sharyn Grant
Founder – Supply Chain Solutions

“ **Transformational impact**
...my personal insight...last week’s workshop has completely elevated our understanding of each other and how we work collaboratively. It has been transformational.

Linda Goldspink-Lord
CEO, Poseidon

“ Danielle combines professional experience with deep personal insight to challenge and inspire.
Tony Holmwood
Principal Consultant, Atturra

“ Danielle’s session combined clarity, warmth and personal storytelling to drive connection and insight. Her approach is inclusive, uplifting and transformative.
Natalie Yan-Chatonsky
Founder & CEO, Full Time Lives



Transformative Impact for Women in Leadership

From International Women's Day to women's leadership programs, Danielle delivers insight, connection and strategy that inspires meaningful, lasting change.

“ ***The session exceeded my expectations.***

It was so powerful, and we've received excellent feedback from across Australia and New Zealand. I felt so energised afterwards.

Jessica Rasmussen
ERG Leader, CHEP

“ ***It empowered us all.***

It ticked all the boxes and empowered us all. Big turnout from APAC. Danielle was an absolute privilege and pleasure to work with.

Katherine Harward
ERG Leader, CHEP

“ ***Engaging, professional and deeply personal.***

We were so pleased to have Danielle at our IWD event. The team connected instantly with her stories. The gifts were a special touch – the whole experience was outstanding.

Niroshika
Head of HR, Seiko Australia

“ ***The chat energy was amazing!***

That was wonderful. The energy in the chat from your content was fab! Can't thank you enough for today.

Alyse Kramarow
Client Leadership, Mars United Commerce

“ ***One of the best facilitators we've had.***

Danielle created a safe space. Women who usually didn't speak up opened up and bonded. Her framework resonated and encouraged a strong community.

Natalie Krkovska
Support Worker, One Door Mental Health

“ ***Her message sparked a lightbulb in our hearts and minds.***

She's leading the charge. Danielle opened up the honest conversations we need to keep having. She was engaging, informed and left a lasting impact.

Mia Maze
She's the Boss



Trusted by Leaders





“...an *important contribution* to women, families, and society ...providing a framework for each of us to envisage, create, and live our own code. This book is *powerful!*”

Corrinne Armour



Interview with the author



FINANCIAL REVIEW

smh.com.au
The Sydney Morning Herald

Forbes AUSTRALIA

women's
AGENDA



WIN NEWS

honey

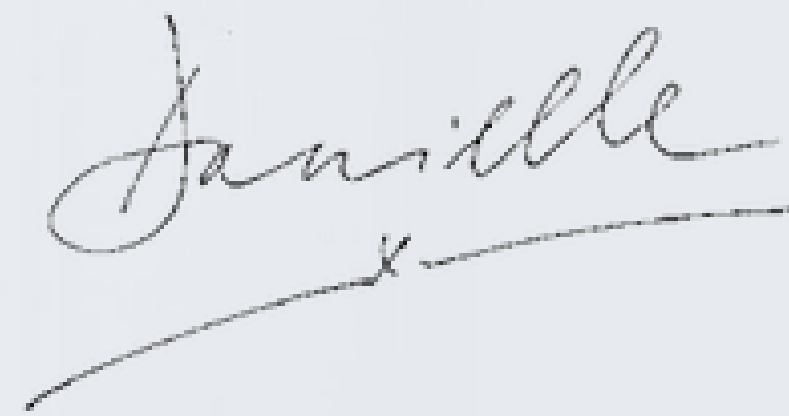
SmartCompany

startup
daily.

iWire.


Let's Recode What's Possible This IWD

*If you're ready to create an experience that inspires action, strengthens connection
and delivers lasting impact, let's talk.*



*Speaker • Strategist • Code breaker
Mother • Author • Change maker*

 danielle@codeconversations.com.au

 0423 637 580

 codeconversations.com.au

 linkedin.com/in/danielledobsondna



RECODE THE CULTURE

FREE White Paper on
Inclusive Leadership System

DOWNLOAD THE WHITE PAPER

Enquiry Process

1. CHECK AVAILABILITY

Contact Danielle directly on: +61 423 637 580
danielle@codeconversations.com.au

2. REQUEST A PROPOSAL

All engagements are quoted individually following a conversation with Danielle. You will be provided a customised proposal, including speaker fees and travel expenses.

3. APPROVAL AND PAPERWORK

The date is secured, a contract issued and a deposit paid to lock in your date.

4. PRE-EVENT PROCESS

We have a detailed briefing and Danielle conducts any necessary research where applicable. We can also provide any assistance with promoting your event.

5. POST-EVENT

We have a detailed de-brief and Danielle will provide any further resources for your attendees to embed the learning.

*For more on Danielle's book, *Breaking the Gender Code*, what she's doing in the media and her latest offerings, check out: codeconversations.com.au*