marcey rader

NOW BOOKING: KEYNOTES, BREAKOUTS, WORKSHOPS

High-Performance Keynote Speaker

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Marcey Rader is a Certified Speaking Professional®, one of approximately 700 worldwide, and a five-time author who teaches leaders and teams to do the right things first through relentless prioritization.

FEATURED IN: FAST COMPANY · THRIVE GLOBAL · SHAPE · Inc. · Prevention

MARCEY'S SPEAKER REEL

The Right Things First: Why the Smartest People in the Room Still Choose Wrong

Your team already knows what matters. The problem is choosing it when it counts.
Format: Keynote.

Reclaim Your Workday: Build the System, Then Prove It Holds

A system for choosing the right work, stress-tested against the day you're not there.
Format: Workshop or training.

Deep Focus, Fewer Fires: Protecting Attention in an Always-On Workday

Attention is finite. Every ring, ping, and buzz spends more of it than you think.
Format: Keynote, breakout, or training.

*Pairs With: Tame Your Inbox

The Meeting Reset: Fewer Meetings, Faster Decisions

Kill it, shrink it, or keep it: a real framework for the meetings eating your calendar.
Format: Keynote, breakout, or training.

*Pairs With: Virtual and Inclusive by Design

The Remote Reset: Focused and Present, Wherever You Work

Real visibility without performing busyness. An end to the workday without guilt.
Format: Keynote, breakout, or training.

*Pairs With: Leading a Team You Can't See

THE RIGHT THINGS FIRST:
WHY THE SMARTEST PEOPLE IN THE ROOM STILL CHOOSE WRONG

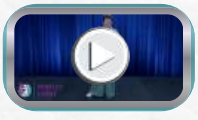
Your team already knows what matters. The problem is choosing it when it counts.

Ask any leader on your team what matters most and they'll answer without blinking. That was never the gap.

The gap shows up in the meeting that runs long anyway. In the request nobody had the nerve to say no to. In the project everyone keeps funding because stopping it feels harder than continuing it. Your team isn't confused about priorities. They're losing the moment when priorities are actually chosen.

The Right Things First runs on one idea, driven hard enough to change how a room chooses, and one guardrail each person sets for themselves before they need it. **The idea: relentless prioritization beats endless optimization.** It's why that project nobody's willing to kill keeps eating the calendar anyway. The guardrail isn't handed to anyone; everyone names their own, live in the room, specific to whatever's actually costing them right now, not a generic rule where everyone gets the same version.

One idea, delivered hard enough that a room sees it in their own choices, before the keynote ends.



Watch The Right Things First
(mini keynote)

Format: Keynote. Pairs naturally with *Reclaim Your Workday* as a follow-up working session.

Companion to the book: *The Right Things First: A Pocket Guide to Relentless Prioritization, by Marcey Rader.*

RECLAIM YOUR WORKDAY:
BUILD THE SYSTEM. PROVE IT HOLDS.

A system for running your week, stress-tested against the day you're not there.

How much of your week actually goes to the work that matters,
and how much disappears into everything else?

Most people don't run their day; their day runs them. *Reclaim Your Workday* builds the system that fixes it: a repeatable way to choose what gets done, using three tools - **Task Batching, Theme Days, and the Altitude Method** - so the right things get your best hours instead of your leftover ones.

Then it stress-tests that system against the day you're not there. A system that only works when you're present isn't really a system: real coverage, a documented bottleneck process, and a gatekeeper who isn't guessing, so you can actually step away without coming back to a mountain of problems you'll spend a week digging out of.

Attendees leave with both halves: the system that runs their week and the plan that lets them step away without it wobbling.

Takeaways

- ✔ **Tools to build a repeatable way to choose the right work first.**
- ✔ **The real stress test: how long could your team run before coverage gaps and lost institutional knowledge start costing real money.**
- ✔ **A documented bottleneck process and a real gatekeeper for when someone's out.**
- ✔ **Each attendee's part in keeping the system running: clean handoffs, the right people alerted, and a genuine disconnect, since the plan only works if they follow it.**
- ✔ **A live action plan built in the room.**

> *"If you're tired of feeling punched around by the demands of life and work, get ready for some truth bombs filled with actionable steps"*
> *– Jeff Nischwitz, Director of Business Development*

Format: Workshop or training.

***Companion to the book**: Reclaim Your Workday: by Marcey Rader*

DEEP FOCUS, FEWER FIRES:
PROTECTING ATTENTION IN AN ALWAYS-ON WORKDAY

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Attention is finite.
Every ring, ping, and buzz spends more of it than you think.

Every ring, ping, and buzz costs more than the seconds it takes to check it. Attention runs out, and most teams are spending it like it doesn't.

This keynote makes the case: multitasking was never something human brains do well, no matter how good anyone's gotten at pretending otherwise. It breaks down the dopamine pull behind every notification, why "just a quick check" never stays quick, and hands leaders and teams real tools to protect focus, including **body doubling,** a technique borrowed from the ADHD community that works for almost anyone, not just the people it was built for.

Attendees leave having chosen one guardrail and one action, ready to use immediately.

Takeaways

- ✓ **Attention is a finite resource. Every interruption costs more than the interruption itself.**
- ✓ **The real cost of multitasking, and why it was never something human brains were built to do well.**
- ✓ **A personal plan for protecting focus, chosen and committed to before the session ends.**
- ✓ **Body doubling and other practical tools to protect focus, shown to help almost anyone.**
- ✓ **The dopamine mechanism behind every notification, and why "just a quick check" never actually stays quick.**

Watch the Clip

"It was shocking to understand how dependent and consumed I am with my devices. I want to be more present with those around me instead of using my phone." — *Keith Hudson, President, Jim Hudson Automotives Group*

Format: Keynote, breakout, or training.
Pairs well with: *Tame Your Inbox, a standalone session on filters, templates, and communication norms.*

TAME YOUR INBOX:
CREATE A SYSTEM THAT STICKS

A companion to Deep Focus, Fewer Fires

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Stop reacting to email and start running it on your terms.

Your inbox isn't really a message problem. It's a decision problem. Every email sitting there is a choice you haven't made yet, and the pile grows because making those choices one at a time, all day, is exhausting. This session turns that into a system.

Attendees learn **OHIO, Only Handle It Once,** a principle Marcey's taught for over a decade, adapted from paper mail for the inbox: delete, delegate, reply, archive, or task; nothing sits undecided. From there, the session sets the norms that keep it that way: a deliberately set reply-all policy, subject lines that route work before anyone opens the email, and a communications matrix that matches each type of message to the right channel, purpose, and response time.

Attendees leave with one real piece of their new system worked out and ready to use: a filter, a template, or a categorized inbox. Not a list of good intentions.

Takeaways

- **OHIO, Only Handle It Once: a simple rule for never touching the same email twice.**
- **A five-way sort to delete, delegate, reply, archive, or task, so nothing sits undecided.**
- **A communications matrix across five axes: type, channel, purpose, response time, and participants, so nobody's guessing which tool a message belongs in.**
- **Team norms, decided intentionally: reply all, copying, and tone.**
- **One real piece of the system, worked out and ready to use: a filter, a template, or a categorized inbox.**

"I cannot believe how much I was missing out on in Outlook! I'm already enjoying the focused/other inbox and the favorites."
– Briana Reif, Marketing and Growth Specialist, Galasso Learning Solutions

Format: Breakout or training.
Pairs well with: *Deep Focus, Fewer Fires, or a fuller program. Fully bookable on its own.*

THE MEETING RESET:
FEWER MEETINGS, FASTER DECISIONS

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Kill it, shrink it, or keep it:
a real decision framework for the meetings eating your calendar.

Sixty-seven percent of people attending meetings call them unproductive.
(State of Meeting Note-Taking, Laxis)

The Meeting Reset gives leaders a three-way decision framework: **kill it, shrink it, or keep it**, and starts with the question that should come before the invite goes out: Does this need to be a meeting at all? Three questions decide it, along with a real weekly meeting budget, meeting-free days, and a clear-eyed look at what AI notetakers change and what they still can't replace.

For the meetings that do happen: right-sized length, real accountability for action items, and facilitation tools that keep discussion moving without shutting anyone down. The guardrail here is about one thing: staying genuinely present, whatever that looks like for the person in the room.

*Attendees leave having run one of their own recurring meetings through **kill it, shrink it, or keep it**, live, and decide how to implement it.*

Takeaways

- ✔ **A clear filter for deciding whether a meeting needs to happen at all.**
- ✔ **A The real cost of meetings, and a system for right-sizing who's in the room and how long it runs.**
- ✔ **Facilitation tools that keep the discussion moving without shutting anyone down.**
- ✔ **A guardrail that protects real presence while respecting that people focus in different ways.**
- ✔ **Kill it, shrink it, or keep it: applied live to one of their own meetings before the session ends.**

Watch the Clip

"This is one of my favorite trainings ever. So appreciated all the concrete examples and suggestions. I wish every training were this tangible!" – Mirin Greenberger, Software Development Manager, IDEXX

Format: Keynote, breakout, or training. Plus a separate optional training/breakout add-on
Pairs well with: *Virtual and Inclusive by Design, a standalone session on hybrid meeting equity and neuro-inclusive practice.*

VIRTUAL AND INCLUSIVE BY DESIGN: HYBRID MEETINGS BUILT FOR EVERYONE

A companion to The Meeting Reset

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Make hybrid meetings equitable, build in neuro-inclusive practice, and know when a meeting shouldn't be synchronous at all.

Some challenges only show up once a team goes hybrid or remote. This session tackles two of them: making sure everyone gets a fair shot at contributing, and knowing when a meeting shouldn't be a meeting at all.

Does everyone actually get heard, whether they're in the room or not? Meeting equity and neurodivergent inclusion come down to the same question: a fair shot at contributing, whatever the reason someone's harder to hear, a bad connection, a camera off, or a different way of processing a live conversation. Attendees build this with a Camera Norms Conversation, a short, one-time discussion that sets what "on" and "off" mean for the team.

The same logic decides when a meeting shouldn't be synchronous at all: a named owner, a response time, and a length cap, so updates actually get read.

Attendees leave having made one real decision on their own calendar: keep a meeting synchronous, or move it async.

Takeaways

- **Meeting equity and neuro-inclusive practice solve the same underlying problem: a fair shot at contributing.**
- **A Camera Norms Conversation: a brief, one-time discussion that documents what "on" and "off" actually mean for this specific team.**
- **When to skip the meeting entirely: a named owner, a response time, and a length cap that keep async updates from becoming a new inbox to manage.**
- **A practical standard for making sure remote, in-room, and neurodivergent participants all get an equal shot, not three separate rulebooks.**
- **One meeting on the calendar, decided live: keep it synchronous, or move it async.**

Format: Breakout or training.
Pairs well with: *The Meeting Reset for a fuller program. Fully bookable on its own.*

THE REMOTE RESET:
FOCUSED AND PRESENT, WHEREVER YOU WORK

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Visibility without the performance.
A real end to the workday without guilt

Remote work creates two problems that an office never had. No one sees you work, only whether you look like you're working, and nothing tells you when the day ends..

Half of remote workers worry visibility gaps will hurt their career progression (*Microsoft Work Trend Index*). **Proximity bias** is measurable, not imagined, and looking active isn't the same as being effective. Proactive updates and intentional check-ins make the work visible.

Disconnecting gets the same treatment. Isolation-driven and boundary-erosion burnout are different problems with different causes: one comes from under-stimulation; the other from availability norms that were never set. When it's never clear whether you're expected to respond after hours, the workday never actually ends. This session builds guardrails for transition rituals and DND signals that are actually respected, and for being clear about your availability with the people around you.

Attendees leave having chosen one guardrail, ready to test.

Takeaways

- ✔ **Proximity bias is measurable, not imagined, and looking active isn't the same as being effective.**
- ✔ **The two distinct burnout risks in remote work, isolation and boundary erosion, and why they need different fixes.**
- ✔ **Real guardrails for disconnecting: transition rituals, screen-free time blocks, and being clear about your availability with the people around you.**
- ✔ **A DND signal that's respected, not just displayed.**
- ✔ **One guardrail, chosen live, ready to test.**

"At a 3-day conference, this was one of two impactful sessions and left me with big takeaways to work with my global team."
– KayLynn Dalebout, Founder, Clockwork Accounting

Format: Keynote, breakout, or trainin. Plus a separate optional training/breakout add-on.
Pairs well with: *Leading a Team You Can't See. a standalone session for managers on delegating well and countering proximity bias.*

LEADING A TEAM YOU CAN'T SEE: MANAGING WITHOUT WATCHING

A companion to The Remote Reset

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Counter proximity bias without surveillance, and delegate in a way that gives real time back.

Managing people you can't see in the room comes with every visibility and burnout risk a remote worker faces, plus one more: managers decide who gets seen, advocated for, and protected.

Proximity bias isn't just something remote workers feel; it's something a manager actively produces or prevents in who gets picked, praised, and promoted. The instinct to counter that by monitoring more closely tends to backfire: **tighter monitoring loses a team's trust faster than it gains any real control**. Real delegation does the opposite: name the decision, watch it back once, and set the check-in date. It gives time back instead of disempowering the team member.

Managers leave having built one habit for staying genuinely connected to their team, and committed to one guardrail of their own.

Takeaways

- **Proximity bias isn't just something remote workers feel; it's something managers actively produce or prevent in how people get seen, picked, and promoted.**
- **Why monitoring harder tends to backfire: tighter monitoring loses a team's trust faster than it gains any real control.**
- **Delegation that actually gives a manager real time back: name the decision, watch it back once, and set the check-in date.**
- **How to model the guardrails your team will trust.**
- **Two commitments to start this week: a habit for staying connected, and a guardrail to model.**

Watch a Clip

Format: Keynote, breakout, or training.
Pairs well with: *The Remote Reset for a fuller program. Fully bookable on its own.*