



Elise Ahenkorah

CULTURE, INCLUSION AND
BELONGING STRATEGIST
AND SPEAKER

SPEAKER KIT



Elise Ahenkorah – MBA, PROSCI, CCIP, CPHR (C)

Culture, Inclusion and Belonging Strategist | Speaker | Founder, Inclusion Factor

15+

Awards
Received

94%

NPS
Training
Score

10K+

Employees
Trained
Worldwide

13

Industries
Served

75+

Happy
Clients

Disengaged employees cost organizations **18% of their annual salaries in lost productivity.**

For a 100-person team, that's nearly \$1 million wasted every year. Imagine turning that loss into growth.

As the founder of Inclusion Factor, Elise helps organizations build representative teams, ensure fair talent processes, and create cultures that drive performance, engagement, and retention.

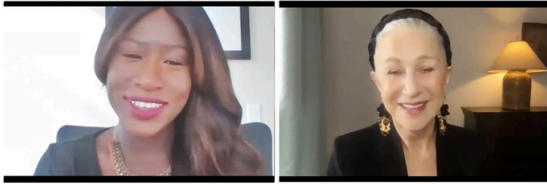
With deep expertise in change management, HR, inclusion, and an evidence-based approach, Elise helps organizations navigate today's workforce challenges—an aging workforce, immigration shifts, intergenerational dynamics, and evolving employee expectations.

Rather than reactive solutions, she brings strategic, forward-thinking approaches to close skill gaps, strengthen teams, and create environments where talent thrives.

Known for her personable and humorous style, Elise makes complex workplace challenges feel approachable, sparking meaningful conversations and measurable change.

The result? Resilient, high-performing workplaces ready to attract, develop, and retain top talent.

L'ORÉAL
WOMEN of
WORTH



Honoree: Elise Konadu Abenkorah

Dame Helen Mirren



SPEAKING TOPICS

Leading Across Borders: Managing Global Teams for Peak Performance

Success in today's workplace isn't just about strategy—it's about leading teams effectively across different time zones, cultures, locations, conflict resolution, and communication styles.

This session equips leaders with practical tools to build trust, improve collaboration, and navigate diverse approaches to communication and conflict resolution. Learn how to turn the challenges of managing a global team into opportunities for stronger performance and competitive advantage.

AS SEEN IN

AVENUE
MAGAZINE

Globe & Mail

HR
Insider

CBC

Building a Culture Where Everyone Thrives

In today's rapidly evolving workplace, employee expectations have changed. Organizations that don't adapt risk losing top talent and performance. Where are they getting it wrong, and how can they course-correct?

This session breaks down the biggest culture pitfalls and delivers a winning strategy to drive retention, innovation, and productivity in the new world of work.

Trust-Driven Teams: Drive Performance, Innovation & Retention

Teams that trust each other move faster, think bigger, and stay longer. This session shows leaders how to build a culture of psychological safety that fuels innovation, accountability, and long-term success.

By eliminating the fear of failure and encouraging open dialogue, organizations can boost engagement, prevent costly turnover, and drive breakthrough performance.



Testimonials

Inclusion Factor has partnered with innovative companies worldwide, from Fortune 500s to fast-growing startups, to design impactful belonging and employee experience strategies. Hear from our clients about the results we've achieved together.

For more testimonials, visit [our site](#).

Pride at Work Canada has welcomed Elise as a speaker and presenter several times.

We are consistently impressed by her ability to explain and unpack complicated concepts in terms that everyone can understand. She uses humour and storytelling to take her audience on a journey of discovery, and she provides practical tools for them to apply their new knowledge right away.

Her wealth of experience consulting on a range of topics across many of Canada's key industries shines through in all of her work.

- Colin Druhan - Executive Director, Pride at Work Canada

I cannot say enough about Elise and Inclusion Factor. Her expertise and passion for excellence enabled our organization to build out our inclusion implementation plan in a manner that was thoughtful, clear and with purpose.



Elise is a true professional and took the time to share her knowledge and teach us (thank you for your patience, Elise!). On top of being a talented practitioner, Elise is kind, thoughtful and caring. This is the powerful combination that is nothing short of inspiring. Truly thankful to work with Elise.

-Janine Pajot CDI.D, GCB.B - Vice President - HR, Bayer Canada



Testimonials



CBC/Radio-Canada invited Elise to speak at an event about Gender Parity. I think I can speak for all of our staff in saying we are in unanimous agreement that Elise is an incredibly knowledgeable and captivating speaker.

She is incredibly insightful and possesses the ability to break down difficult concepts into simple understandings; especially for folks who do not work in the inclusion world.

Elise not only provided knowledge on this topic, but she also provided us with key strategies and actionable items on how CBC/RC can move beyond parity. We would gladly have her back and I would recommend her to any organization.

- Justine K. - Talent and Culture Lead, CBC/Radio-Canada

At WM, we were lucky to find Elise; Elise provided an informative and eye-opening session. This session ensured we had the building blocks to translate intentions into actions.

She made the concepts easy to understand, relevant to our company, and experiences our team members would have. Elise not only facilitated an engaging session but Elise also provided tangible takeaway items that we could continue the conversation even after the session was over. Elise is very eloquent, engaging and exceptionally well-versed in taking steps to change.

As Elise said, "it's about progress - not perfection," and you can't make progress without first steps. I thoroughly recommend Elise and Inclusion Factor or any organization that needs a refresh, a boost or a starting point.

-Kim Doherty - Sales and Culture Lead, Waste Management (WM) Inc.





Testimonials

Elise has been an incredible partner to Saje. She delivered a powerful, informative, and impactful leadership development session.



I highly recommend Elise to any organization who is committed to learning and growing in belonging and employee experience practices. Elise provided incredible content and space for development and curiosity in her sessions. This continues to be content myself and my team references for our practices.

Elise has also continued to be a thinking partner and supporter for us as a company for follow up questions along the journey of learning. We are very thankful for Elise as a partner to Saje.

- Zuleika Sgro, CHRL - Chief People Officer, Saje Natural Wellness

YMCA Calgary is on a mission to become a place where everyone feels like they belong. Along our journey, we've had the privilege of working with Elise through both Sr. Leadership & Board-level activities.



Elise is the epitome of professionalism and through her deep knowledge & experience, has led us through transformative discussions and reflection. She guides, listens, and challenges in all the best ways. Elise is also a skilled strategist, having helped us both assess and plan a number of activities related to our commitment to diversity, equity, inclusion and belonging.

Most recently, Elise delivered a workshop for our Board of Directors to further embed our practices at Board-level. The impact was felt not only in that moment, but afterwards, as our Board continues to honour & practice our values related to inclusion. Elise was the catalyst for Board-led 'inclusion moments' at Board meetings, and made us think deeply about representation & lived experience on our Board itself.

Elise is a talented practitioner and more so, a leader in our community. I'm proud to work with her and unreservedly recommend her as a partner to any Board, leader, or organization.

- Shannon Doram, ICD.D - President and CEO, YMCA Calgary



WHO SHE WORKS WITH

Elise works with organizations of all sizes from Fortune 500s to startups and nonprofits. She has an award-winning track record of delivering tailored sessions that address industry challenges, drive leadership growth, and enhance employee experience.

WHAT YOU CAN EXPECT

Elise delivers engaging, industry-focused talks that blend humour, clarity, and practical insights. Known for distilling complex topics into plain language, she ensures attendees leave equipped with actionable solutions they can apply immediately.



info@inclusionfactor.ca
www.inclusionfactor.ca



GET IN TOUCH

Navigating people-centred change, strengthening leadership, or enhancing employee experience? Elise delivers engaging, tailored sessions that drive real impact.

Didn't see the topic you need? Reach out to create something impactful together.