NEON SHED

SPEAKER KIT

Nicole Turnbull

With her bold energy, authentic storytelling and refreshingly down-to-earth approach, Nicole Turnbull brings even the toughest workplace conversations to life.



FOUNDER & CHIEF COURAGE OFFICER / NEON SHED

PREVIOUS SPEAKING ENGAGEMENTS INCLUDE

On stages across Australia

Local Government Professionals NSW

Conference keynote on stronger teams and psychosocial safety

Australian Human Resources Institute

How HR can prevent psychosocial hazards

Psychosocial Safety Summit

Tough Talks and Teamwork: The Leadership Toolkit

Hunter Safety Awards

A simple way to break down psychosocial hazards

Women in Safety

Understanding people to improve safety

Risk and Work Design Conference

Building a Mature approach to psychosocial risk management

Also featured in the Workplace Health & Safety Show and Konnect APAC programs.

The conversations workplaces avoid

She brings warmth, humour and candour to topics that can be hard to discuss, drawing on experience in safety regulation, workers' compensation and workplace communications.

What I love about listening to Nicole speak is that there is no BS. ***Nic is great because she talks about the elephants in the room.***

She talks about those things that often we're a little bit afraid to bring out in the open.



Find the right message for your audience

The conversations we avoid are often the ones we need most.

Nicole has a range of keynotes and workshops, outlined on the following pages. The best session is the one built around the people in the room. Share who your audience is and what you want them to walk away with, and together we can shape something tailored to them.ers' compensation and workplace communications.

Expect:

- A direct, practical speaker who tackles the dark sides of work without the jargon
- Real frameworks, sharper questions and tools your people can use straight away
- A session grounded in 20 years of regulatory, leadership and workplace safety experience.

FEATURED KEYNOTE

Bringing Light to the Dark Sides of Work

Some of the issues that do the most harm at work are the hardest to talk about. Nicole explores what keeps people quiet and how leaders and teams can raise the issues they have learned to work around.

YOUR AUDIENCE WILL TAKE AWAY

- Spot issues that have become normalised.
- Find language to raise a difficult concern.
- Choose a first step your team can act on.





FEATURED KEYNOTE

Building a Mature Approach to Psychosocial Risk Management

Most organisations manage psychosocial risk reactively, responding to complaints and claims instead of preventing them. Nicole explores where workplaces commonly go wrong and what practical, proportionate and defensible risk management looks like through a safety lens.

TAKEAWAYS:

- Where organisations commonly get caught out
- What mature psychosocial risk management looks like
- Practical tools and actions you can take immediately.

FEATURED KEYNOTE

Understanding People to Improve Safety

Most organisations respond to psychosocial risk with policies, training and investigations, yet issues keep escalating. Nicole explores what is really driving incivility, conflict and defensiveness at work, and why understanding the person in front of you is the most practical place to start.

TAKEAWAYS:

- Why people behave the way they do
- How leaders can build trust and accountability
- Practical tools and templates for difficult conversations.





WORKSHOP

Promoted to Leader, Left to Figure It Out

Most leaders are promoted for their technical skills and expected to know how to lead people, often waiting years for training. Nicole explores why the tough parts of leadership, such as performance management and conflict, are where leaders get stuck and how to equip them early.

TAKEAWAYS:

- Why leaders avoid the tough stuff
- How to prepare leaders before issues escalate
- Simple tools to manage the most challenging parts of the job.

FEATURED KEYNOTE

The 3 Pillars of Psychosocial Safety

Nicole's framework gives audiences three places to look when there's a risk of psychological harm at work, and helps them decide who can act.

Organisational Systems

How work is designed and managed. Where might workload, role design or processes be contributing to the risk?

Leadership Practices

How teams are led and supported. What do leaders reinforce, respond to or let pass?

Individual Behaviours

How people treat each other. What can colleagues do when they see or experience harm?

Takeaway / Use the three pillars to map a workplace concern and identify who can act.

From obligations to wellbeing

Meeting Legal Obligations with Confidence

Make sense of how psychosocial risk, leadership accountability and workplace obligations fit together.

Takeaway: questions leaders can use to connect obligations with their own decisions.

Mental Health and Wellbeing at Work

Explore how workload, team culture and the way work is organised can affect people's wellbeing.

Takeaway: a broader lens for planning wellbeing initiatives and conversations.

See Nicole in Action



What People Say About Nicole

Hear how she approaches difficult workplace conversations and hear testimonials from people who was transformed by her presence.

RUN TIME / 1:54

PLAY SHOWREEL

Listen to Under the Rug at Work

BIO FOR EVENT PROGRAMMES

Meet Nicole

Nicole is the Founder and Chief Courage Officer at Neon Shed and the CEO of the Psychosocial Safety and Leadership Institute.

Nicole brings almost 25 years in communications and 20 years in work health and safety - including roles with both NSW safety regulators, the workers' compensation insurer and the Independent Review Office.

She is a Local Government Councillor and host the Under the Rug at Work podcast.

If you're working to create safer, healthier workplaces, let's connect.





NEON SHED

BOOKING ENQUIRIES

Bring Nicole to your next event

Share your event date, location, audience and what you want people to take away. Nicole can help you choose a topic that fits.

ENQUIRE ABOUT SPEAKING