



21st CENTURY WOMEN'S ENTREPRENEURSHIP & LEADERSHIP

ANNUAL CONFERENCE

APRIL 21-22, 2023 | CROWNE PLAZA MADRID AIRPORT, MADRID

ADDRESSING EMPLOYEE BURNOUT: ARE YOU SOLVING THE RIGHT PROBLEM

Judy Ryan

CEO and Founder, Life Work Systems, USA

Biography

Judy Ryan is founder and CEO of LifeWork Systems, an award-winning performance management company specializing in culture transformation frameworks since 2002. Her organization received the Vanguard Award for Innovation from the St. Louis Mental Health Board for her unconventional model and the measurable results she achieved when applying it to large scale projects. She is a recognized thought leader in applied behavioral science systems that impact deep culture change for exceptional outcomes. Her culture models are consistent with today's rapid speed of change, diversity and complexity and trends towards agile principles and practices in business and technology.

Judy is the author of "What's the Deal with Workplace Culture Change?" (Published by People Tested Media in 2015), a columnist on 'Emotional Intelligence' in The Women's Journals nationally since 2005, a columnist on 'The Extraordinary Workplace' in St. Louis Small Business Monthly since 2012 and a columnist for 'Hispanic Leadership' for Autentico since 2019. She has approximately 200 published articles to date. She is also a systems developer and integrator, consultant, trainer, coach, and keynote presenter, with guest appearances on podcasts, radio and television.

Judy is responsible for creating a fully scalable, digital platform and support processes within her framework, for distributing Teal organizational development skills to all people and sustaining them within an organization, for greater emotional intelligence, as it is highly needed in this period of globalization and digital transformation, when many people are seeking to successfully navigate 21st century techno-human ecosystems. She understands that to keep current with the agility of business, people must be equally agile in every way, including within heuristic, cross-functioning teamwork. Judy Ryan's purpose is to create a world in which all people love their lives.

When Beethoven saw a piano, he saw a symphony. When Judy Ryan meets people, she sees the unseen beauty and truth beneath the surface and uncovers it. And that truth – the one that's really happening under the surface – is what we all need to see. The old ways of understanding human systems are not working anymore – the way of superior versus inferior or management versus employee or parent versus child. They never did (not without lasting, serious, negative side effects). And our world is suffering because of this; we need a powerful, positive and sustainable transformation.