



2026 Keynotes &
Workshops with
Nicole Bateman



1. Undivided Leadership

2. Beyond Burnout

3. The Way of the Deeply Satisfied Woman

Keynotes & Workshops



Undivided Leadership

Leading with authority and humanity under pressure

If this sounds familiar, this session is for you:

- Leaders stuck between being liked and being respected, and paying for it in credibility or connection
- Strong performers creating compliance, not commitment
- Teams that look functional but don't feel safe or fully aligned

This session focuses on integrating authority and empathy, decisiveness and connection - reducing oscillation and strengthening grounded leadership confidence.

It surfaces the difference between mature and immature expressions of power, and how integration builds trust and psychological safety.

FOR: C-suite, executive teams, senior leaders, high-potential leaders.



Beyond Burnout

From survival mode to sustainable performance

If this sounds familiar, this session is for you:

- High performers pushing through exhaustion because stopping doesn't feel like an option
- "Resilience" being used to justify overload
- Diminishing returns despite heroic effort

Beyond Burnout dismantles the myth that endurance equals excellence.

This session reframes performance through a nervous-system-informed lens, shifting how leaders and teams:

- Identify burnout before collapse
- Position limits, boundaries, and the "comfort zone" as intelligence - not weakness
- Restore capacity without sacrificing ambition or standards

This is not well-being fluff. It's performance sustainability.

FOR: Senior leaders, high-pressure teams, professional services, healthcare, tech, fast-growth organisations.

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The Way of the Deeply Satisfied Woman

A new model of success for ambitious women

If this sounds familiar, this session is for you:

- Women who are competent, respected, and outwardly successful - yet quietly exhausted
- Leaders who have mastered achievement but lost access to satisfaction
- High performers carrying invisible emotional and relational load

This session articulates a new model of success - integrating ambition with self-trust, leadership with inner authority, and achievement without chronic self-override.

This work is designed for women. As a workshop, it is intentionally held as a women-only space.

As a keynote, it offers a perspective that can be witnessed by all.

In organisations, this work often surfaces the hidden costs of performance cultures long before they are formally acknowledged.

FOR: Women in leadership, senior women, executive programs, founder communities.





Nicole Bateman doesn't speak to struggling leaders. She speaks to the ones who are still functioning - at a cost.

Her work attracts high-performing professionals in environments where precision, pressure, and composure are non-negotiable: senior leadership teams, law firms, and ambitious women who have mastered success on paper while quietly overriding themselves to maintain it.

Nicole challenges endurance-based cultures that mistake self-sacrifice for strength. Her sessions are known for being deeply relevant, carefully constructed, and immediately applicable - engaging people in a way that translates insight into real-world decisions and behaviour.

People leave clearer, grounded, and surprised by how much shifts in a short time - with language and frameworks they can meaningfully carry back into their work and lives.

A note on audience

Nicole's work is designed for mixed-gender leadership audiences, particularly in high-performance environments such as law, professional services, and executive leadership.

The first two keynote and workshop streams address leadership integration and sustainable performance at an organisational level - because fragmented leadership and burnout are not gendered problems. They are systemic ones.

The third is intentionally designed for women-only audiences. Not because women need "fixing," but because women are often the first to feel the cost of endurance-based cultures - and therefore the first to name what is no longer working.

What emerges in these rooms is not a women's issue. It reveals where performance cultures are already under strain.



.. I've never heard someone articulate that burnout isn't a time management failure or a sign I'm not cut out for it, then biologically explain my unregulated stress response!

Nicole brought something genuinely useful to a room full of lawyers - Catalina

.. Nicole is funny, fierce and fabulous! She weaves wisdom and humour and oozes confidence. I can't tell you the number of times people have shared how her inspiration and energy have touched and helped them create the growth they wanted. - Arion, Founder of The Embodied Business Institute



Nicole brought such a refreshing, grounded, and genuine perspective; her ability to connect with professional women in high-pressure environments was incredibly powerful, and her message about redefining success, self-trust, and sustainable ambition resonated deeply with our attendees.

She spoke with warmth, vulnerability and authenticity, whilst also creating a space that felt safe, engaging and empowering. - Sophie, Co-Chair, Victorian Women Lawyers



Formats & Investment

Available as

- Keynote - 15 to 45 minutes (including Q&A)
- Interactive Workshop - 90 minutes

Audience sizing

Nicole's keynotes are best suited to plenary audiences in the 200-400 range. Workshops are most effective with 40-80 participants.

Smaller audiences are also welcome, with sessions curated accordingly.

Investment (AUD)

- Keynote: \$3,500
- Workshop: \$6,000

Many organisations pair a keynote with a follow-on workshop - using the keynote to establish shared language and context, and the workshop to enable deeper exploration and practical application with a smaller group.

The sessions can be delivered on the same day, or staged across a multi-day conference, partner retreat, or leadership program.

- Keynote & Workshop combined: \$8,500

Rates include preparation and customisation to your business and audience.

Travel and accommodation where relevant are additional.

Dates are secured with a 50% deposit, with the balance due prior to the event.



+61 400 010 071

nic@nicolebateman.coach

www.nicolebateman.coach