

NIKKI COLLINSON-PHENIX

Speaker Brief

Strategic Pressure Advisor | Creator of Pressure Literacy®

Pressure never disappears. It either becomes readable, or it becomes expensive.

KEYNOTE TALKS AND WORKSHOP

The Cost You Can't See

Three questions most leadership teams can't answer honestly, and the invisible pressure quietly costing them in sickness absence and the people they can't afford to lose. An introduction to Pressure Literacy® as a leadership capability every organisation needs, and the early warning signs most leaders walk straight past.

Best for: leadership conferences, boards, education and executive away days.

Your Best People Won't Tell You

It's always the capable, reliable people who carry what the system won't hold, until they go off sick or leave. This talk covers why your strongest people are the ones you lose first, and how to see it coming.

Best for: schools and trusts, health and care, charities, any organisation worried about retention.

Wellbeing Can't Fix a Fracture

Wellbeing helps people carry the load. Pressure Literacy asks why the load is so heavy in the first place. This talk explains why wellbeing spending often doesn't move absence figures, and what does.

Best for: HR and wellbeing leads, HR conferences, finance and governance audiences.

Workshop: How Well Do You Know Your People? What If You're Wrong?

A half-day or full-day masterclass for leadership teams who want to go further than a talk.

Best for: leadership away days, in-house development programmes.

Each talk runs from 20 to 60 minutes, as a keynote, breakout or panel, in person or online, and can be shaped around your event's theme. The workshop runs as a half or full day.

WHAT THE AUDIENCE WALKS AWAY WITH

- Language for pressure they could feel but could not name.
- A new understanding of why their strongest people are often their biggest risk.
- The ability to hear silence differently in their teams and their meetings.
- A permanent shift in how they read what's happening beneath performance.
- The discomfort of recognition, and the motivation to act on it.

IDEAL FOR

- Leadership conferences and away days
- NHS and healthcare leadership events
- Multi-academy trust leadership days
- Education conferences and festivals
- Criminal justice sector conferences
- Professional services firm retreats
- HR and people leadership summits
- Board-level governance sessions
- Webinars, podcasts, and virtual panels

SIGNATURE LINES

"You can't lead what you can't see. And you can't fix what you can't read."

"The meeting is theatre. The corridor is truth."

"Wellbeing helps people carry the load. Pressure Literacy asks why the load is that heavy."

"Resilience shouldn't mean putting up with a broken system."

"Pressure never disappears. It either becomes readable, or it becomes expensive."

ABOUT NIKKI

Nikki Collinson-Phenix is the creator of Pressure Literacy®: an organisation's ability to see and read the hidden pressure inside its systems and its people. She brings a rare combination to the stage: extensive corporate leadership experience and more than 20 years in wellbeing and therapeutic practice.

She knows what really goes on inside organisations, what gets softened before it reaches the top, and what it ends up costing, both on the balance sheet and in the people who carry it.

Schools, hospitals, prisons, boardrooms: the sector changes, the problem doesn't. Pressure the organisation can't see, becoming the cost it can't afford.

Her talks name the truths most organisations avoid: the workload everyone pretends is fine, the silence that looks like stability, and the capable people quietly holding everything together until they can't. In 2026 she published the original Pressure Literacy® white paper, and she works with leadership teams and boards as a Strategic Pressure Advisor.

Nikki doesn't do motivational talks. She brings honest, practical clarity, with warmth and directness, to leaders willing to leave their egos at the door. Because the goal is simple: **let's lead better.**

This work starts with a conversation.

To book Nikki or discuss your event:
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Read the white paper: doi.org/10.5281/zenodo.23641592

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