



**Dr. Anthony Orsini** is a practicing ICU physician who teaches Fortune 500 leaders the communication skills that save lives — and applies them to the conversations for careers, cultures, and companies that thrive.

# Engaging, Thought Provoking and Inspiring.

**Dr. Anthony Orsini** Shares The Lessons He Learned  
In The ICU and how leaders can apply those lessons.



Most corporate keynote speakers talk about communication. Dr. Orsini has spent 25 years living it — in the highest-stakes environment imaginable.

As a practicing ICU physician, he has delivered the worst news a family can hear, navigated impossible conversations with grace under pressure, and studied what makes the difference between a conversation that builds trust and one that destroys it.

That expertise doesn't stay in the hospital. It translates directly to the boardroom, the all-hands meeting, the difficult performance review, the M&A integration, and the AI transformation rollout. Because the core challenge is the same everywhere: how do you communicate in a way that makes people trust you, follow you, and stay?

## The Moment Your Client and Their Audiences Are Living In

The data is unambiguous. Organizations are facing a convergence of workforce challenges that are deeply interconnected — and all rooted in one thing: **how people communicate, connect and lead.**



# Healthcare and Pharmaceutical Content

## TRENDING KEYNOTES

- Navigating Difficult Conversations
- Leadership Skills For When Times Get Tough
- Remember Your “Why”: Reducing Physician Burnout
- It’s All In The Delivery®: Enhancing the Patient Experience Through Better Communication
- AI & The Trust Gap: Unlocking Freedom to Get Back to What Matters



## Key Contexts

- Physicians & Nurses
- Healthcare Executives
- Risk Managers
- Patient Experience Professionals
- Wellness Directors
- HR Professionals
- Business Leaders
- Clinical Trial Coordinators







# Speaker Bio

Dr. Anthony Orsini is a nationally recognized ICU physician, keynote speaker, and best-selling author with more than 25 years of frontline experience navigating the most difficult conversations in medicine.

A TEDx speaker and Apple Top 100 podcast host, he brings international visibility and real-world credibility to his work on communication in high-stakes environments.

His keynotes focus on communication in times of crisis and uncertainty, equipping leaders with the skills they need when it matters most.

Unlike theoretical or purely motivational speakers, Dr. Orsini delivers practical, evidence-based strategies audiences can put into practice immediately, strengthening trust, reducing conflict and risk, and leading to better outcomes for patients, teams, and organizations.

## MASTERING DIFFICULT CONVERSATIONS

- The Burnout Crisis
- Workplace Loneliness Epidemic
- Conflict Resolution
- AI Anxiety and The Trust Gap
- Multigenerational Workforce Tension
- Talent Attraction and Retention
- Improving The Patient Experience (HX)

- **25+ years** as a practicing ICU physician — this isn't theoretical knowledge; he lives these conversations daily
- Featured in **Forbes and Medical Economics** — recognized authority on communication and leadership
- **Best-selling author** (It's All In The Delivery) — available as event companion resource; bulk orders available
- Track record of **repeat bookings**
- Discovery and **pre-event discussions** to customize every presentation for maximum impact



# Content Overview

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## TRENDING KEYNOTES

- Navigating Difficult Conversations
- AI & The Trust Gap: Unlocking Freedom to Get Back to What Matters
- Leadership Skills: The Manager Crisis
- Remember Your “Why”
- It’s All In The Delivery®
- Breaking Bad News®



## Perfect For

- Employee Engagement
- Leadership Burnout and Management Turnover
- Leader-Team Trust & Connection
- Team Performance
- Empathetic Leadership



WHY NOW

# The Moment Your Audience Is Living In

Your audience is dealing with burnout, disengagement, and a crisis of trust —all rooted in one thing: how people communicate. Dr. Orsini doesn't just deliver a keynote. He reframes the conversation your teams need to have right now.

76%

of employees report  
burnout symptoms

77%

of workers are  
disengaged at work

88%

say clear communication  
is the #1 factor



IN-DEMAND KEYNOTE

# Navigating Difficult Conversations

## PERFECT FOR

- Leadership Summits
- HR Conferences
- Management Retreats
- Sales Kickoffs
- All-Hands Meetings
- Executive Offsites



## THE MOMENT

Every organization has conversations that leaders know they need to have — and keep avoiding. The performance review that could save a career. The team conflict that's quietly eroding productivity. The strategic disagreement that's stalling a critical initiative. The restructuring announcement that will define whether trust survives or collapses.

Most leaders have never been trained to navigate these moments. The result: conflict festers, decisions stall, top performers disengage, and the conversations that could transform a team never happen. Gallup's research shows that 70–80% of employee engagement is tied directly to the manager — and the way that manager communicates is the single biggest variable.

## WHY DR. ORSINI

Dr. Orsini doesn't teach difficult conversations from a textbook. He has spent 25+ years as a practicing ICU physician navigating the highest-stakes conversations in existence — delivering life-altering news to families, mediating team conflicts in real time, and building trust in moments of extreme pressure. His research on compassionate communication has been featured in Forbes and Medical Economics, and his methods are used by organizations across every industry.

## THE KEYNOTE

This interactive session gives your audience a practical, evidence-based framework for navigating any difficult conversation — whether it's a tough performance discussion, a change management rollout, a team intervention, or a client crisis. Dr. Orsini draws from real frontline cases to show the verbal and nonverbal techniques that turn confrontation into connection, and shows why mastering this skill is the single greatest lever for trust, retention, and results.



## KEY TAKEAWAYS

- Build trust rapidly — learn the compassionate communication techniques that create immediate rapport with teams, stakeholders, and clients
- De-escalate conflict with precision — master the verbal and nonverbal cues that convey empathy and defuse tension in any high-pressure business situation
- Lead with confidence through uncertainty — apply communication strategies that strengthen leadership credibility during change, crisis, and organizational transformation



## IN-DEMAND KEYNOTE

# Leadership Skills: The Manager Crisis

### PERFECT FOR

- Leadership Development Programs
- Management Retreats
- HR Conferences
- Corporate Offsites
- Board-Level Events
- Sales Kickoffs



## THE MOMENT

Middle managers are in crisis. They're absorbing the operational impact of AI transformation, restructuring, and rising employee expectations — with less support, fewer peers, and thinner leadership pipelines than ever before. Eighty-two percent of boards and CEOs plan to reduce up to 20% of their workforces in the next three years due to AI. The managers who remain are stretched to breaking point.

SHRM's 2026 research confirms that effective leadership and management is the #1 workplace need employers identify. Yet only 23% of HR leaders feel confident they have rising leaders ready to meet future business needs. The old playbook of abstract leadership models and motivational frameworks is no longer working. Managers need practical communication skills they can use in the next difficult meeting.

## WHY DR. ORSINI

Dr. Orsini leads a team in one of the highest-pressure management environments in existence — the neonatal ICU — where communication determines whether families trust the team, whether staff stay or leave, and whether outcomes improve or decline. He doesn't teach leadership theory. He teaches the execution-ready communication skills that allow managers to lead through ambiguity, build loyalty under pressure, and retain their best people.

## THE KEYNOTE

This session delivers a paradigm shift in how leaders think about communication. Dr. Orsini shows that communication is not a "soft skill" — it is the hardest, most critical leadership competency there is. Through real-world stories and interactive exercises, attendees leave with practical tools to connect across hybrid and multigenerational workforces, earn buy-in during transformation, and build the trusting relationships that make teams high-performing.



## KEY TAKEAWAYS

- Redefine communication as your #1 leadership tool — experience a paradigm shift that changes how you think about connecting with teams, clients, and stakeholders
- Walk away with immediately usable skills — gain practical communication frameworks for employee, client, and cross-functional interactions that work the next day
- Attract and retain talent through trust — learn why forming genuine relationships with team members is the most powerful retention strategy in any industry



# Leadership Skills For When Times Get Tough

## PERFECT FOR

- Leadership Summits
- Culture Transformation Events
- HR Conferences
- Employee Engagement Programs
- Annual Meetings
- All-Hands Gatherings

## THE MOMENT

Organizations are navigating a perfect storm of workforce challenges that are deeply interconnected: multigenerational tension, isolation and disconnection, rising employee expectations, and a leadership pipeline that's thinning at exactly the wrong moment.

SHRM found that 47% of HR professionals expect managing multigenerational workforces to be a dominant challenge in 2026. Workers under 35 report the highest loneliness rates while simultaneously being the generation most eager for mentorship and in-person connection. Meanwhile, 72% of HR professionals say worker expectations are higher than ever, 69% of employees say they'd work harder if they felt more appreciated, and 42% have considered leaving because of workplace loneliness.

## WHY DR. ORSINI

Every day in the ICU, Dr. Orsini leads teams that span four generations, navigate life-and-death pressure, and must build trust instantly with families from every walk of life. The communication principles he's mastered in that environment — empathy without weakness, clarity without coldness, authority without distance — are universal. They work across demographics, industries, and organizational structures because they're grounded in how humans actually build trust.

## THE KEYNOTE

This session equips leaders with the communication skills to navigate today's most complex workforce dynamics. Dr. Orsini shows how to bridge generational divides not through policy but through connection, how to address the loneliness epidemic through leadership behavior rather than office mandates, and how to retain talent by making people feel valued, heard, and connected — the three biggest predictors of whether they stay.



## KEY TAKEAWAYS

- Bridge generational divides through communication — learn universal principles that connect across demographics, not generational labels that divide
- Combat the loneliness epidemic through leadership — understand why return-to-office mandates aren't solving disconnection, and what actually does
- Turn retention into a communication strategy — see the direct link between how leaders communicate and whether their best people stay or leave

## IN-DEMAND KEYNOTE

# Remember Your "Why"

### PERFECT FOR

- Wellness & Resilience Summits
- Culture Transformation Events
- Employee Engagement Conferences
- Annual Meetings
- Leadership Offsites
- HR Conferences



## THE MOMENT

Burnout has gone corporate. According to DHR Global, 82% of white-collar workers across North America, Europe, and Asia report feeling some level of burnout. This isn't a wellness issue — it's a performance crisis. Burned-out employees are less productive, less creative, less loyal, and far more likely to leave.

Most organizations respond with surface-level interventions: wellness apps, meditation rooms, resilience workshops. These fail because they treat symptoms, not the root cause. The root cause is a loss of meaningful connection — with colleagues, with purpose, and with the reason professionals chose their careers in the first place.

## WHY DR. ORSINI

As a practicing ICU physician, Dr. Orsini works in the profession with the highest burnout rate in America. He has watched brilliant colleagues lose their passion, their health, and in the worst cases, their lives. He has spent decades studying what keeps the best professionals engaged — and the answer isn't less work. It's more meaningful work, driven by communication practices that foster genuine human connection.

## THE KEYNOTE

This session goes deeper than motivation. Dr. Orsini shows leaders how to build a culture that reconnects professionals to purpose — not through slogans or programs, but through the daily communication practices that make people feel valued, heard, and part of something that matters. Attendees don't leave inspired for an afternoon. They leave with tools to build the kind of work environment that sustains energy, engagement, and performance over a career.



## KEY TAKEAWAYS

- Reconnect your team to purpose — learn how to revitalize enthusiasm and energy by rebuilding the human connections that burnout erodes
- Identify burnout before it costs you — recognize the early warning signs and debunk the myths that prevent organizations from addressing burnout effectively
- Improve margins by improving culture — see the direct link between employee engagement, customer experience, and net revenue — and learn how communication drives all three



## IN-DEMAND KEYNOTE

# It's All In The Delivery®

## PERFECT FOR

- CX & Employee Experience Conferences
- Culture Transformation Events
- Internal Leadership Summits
- Client-Facing Team Retreats
- Sales Kickoffs
- Annual Meetings
- Healthcare Executives



## THE MOMENT

Most organizations understand that culture drives results. But in practice, stated values remain disconnected from daily behaviors. Leaders say they want open communication, psychological safety, and high-trust teams – and then avoid the difficult conversations, deliver feedback poorly, and communicate change in ways that erode the very trust they're trying to build.

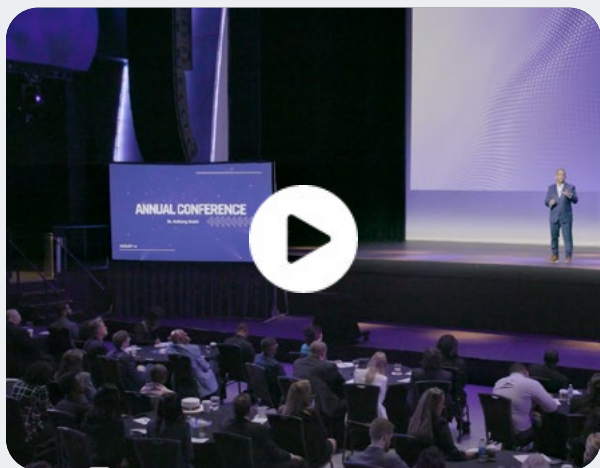
The gap between what organizations say they value and how leaders actually communicate is the root cause of disengagement, resistance to change, and the slow erosion of culture that shows up in eNPS scores, Glassdoor reviews, and exit interviews.

## WHY DR. ORSINI

Dr. Orsini literally wrote the book on this. His best-selling book, *It's All In The Delivery*, is grounded in 25+ years of research showing that the #1 predictor of trust, satisfaction, and loyalty – in healthcare, in business, in any human interaction – isn't what you say. It's how you say it. He brings the clinical evidence and the frontline credibility that academic researchers and management consultants simply don't bring to the stage.

## THE KEYNOTE

This interactive session shows leaders how communication is the operating system of culture – not a soft skill bolted on top. Dr. Orsini teaches the specific techniques that build trusting relationships in minutes, earn strategic buy-in through genuine connection rather than mandate, and create the kind of sustainable culture change that outlasts any single initiative. The framework applies equally to employee experience, customer experience, and client relationships.



## KEY TAKEAWAYS

- Discover what actually drives experience and loyalty – learn the real predictors of engagement and satisfaction, and why most organizations invest in the wrong levers
- Build trust in minutes, not months – master the communication techniques that create immediate, genuine connection with employees, customers, and stakeholders
- Create sustainable culture change – obtain actionable tools to embed communication excellence into daily leadership practice, not just a one-time event



## IN-DEMAND KEYNOTE

# AI & The Trust Gap: Unlocking Freedom to Get Back to What Matters

## PERFECT FOR

- Innovation Summits
- Digital Transformation Events
- C-Suite Retreats
- Technology Conferences
- All-Hands Meetings
- Annual Gatherings



## THE MOMENT

The AI conversation in most organizations has shifted from “should we adopt?” to “how do we adopt without losing our people?” And the gap between those two questions is where most transformations stall. Fifty-two percent of workers are worried about AI’s future impact. One in three believes it will reduce their job opportunities. Seventy-five percent don’t feel confident using AI in their day-to-day work.

And the cautionary tales are mounting — companies that moved too fast on AI replacement are now backtracking after discovering that technology without human communication strategy fails.

## WHY DR. ORSINI

Dr. Orsini speaks about AI from a uniquely credible position: as a frontline physician who uses AI tools every day to support clinical decisions, reduce documentation burden, and improve outcomes — without sacrificing the human connection that determines whether patients trust their care team. He doesn’t sell AI optimism or AI fear. He shows what happens when technology is deployed with communication strategy, not in place of it.

## THE KEYNOTE

This timely session reframes AI as a liberation tool, not a replacement threat. Dr. Orsini shows how AI can eliminate the administrative burden that’s driving burnout, reduce the errors caused by fatigue and information overload, and free professionals to focus on what technology can never replace: meaningful human connection, creative problem-solving, and the trust that drives business results.



## KEY TAKEAWAYS

- Reframe AI as a burnout and productivity solution — see how AI can reclaim hours of low-value work, reducing fatigue and restoring focus to the human interactions that drive results
- Reduce costly errors through intelligent support — understand how AI tools can identify risk patterns and catch mistakes before they reach the customer, the client, or the market
- Navigate the trust gap — learn practical guardrails for deploying AI in a way that enhances team confidence and human connection rather than undermining it

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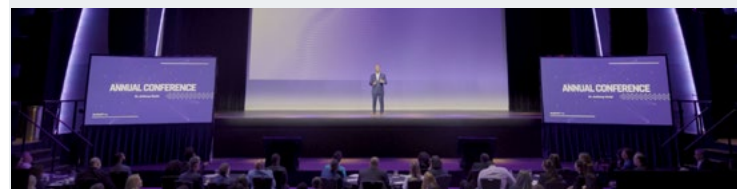
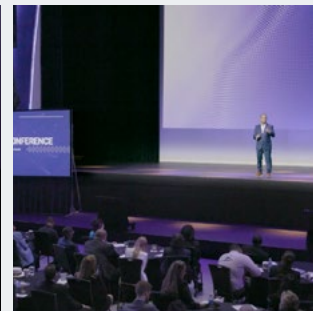
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# What They're Saying

*"His thought-provoking, practical techniques make any leader a better communicator. The feedback was so superb we asked him to speak again."*

Quint Studer, Founder of The Studer Group

*"Tony was terrific! As a speaker, he was captivating and kept the full attention of the audience the entire time. His presentation was well researched, personal and applicable to all in attendance."*

Brad Diericx Chief Commercial Officer Curi

*"Dr. Orsini is a high-impact speaker who connects with audiences in a meaningful way. The feedback is consistently superb."*

Dr. Larry Barton, Best Selling Author, Crisis Management and HR Expert

*"Professionals across all industries can benefit from Dr. Orsini's perspective and approach to communication."*

Shari Moore, Vice President, Risk Management, PLICO





*"His delivery and communication was exactly what we needed during this difficult time in healthcare."*

Lori Gunther, CEO,  
Synova Associates, LLC

*"The training we received from The Orsini Way is like none other. Our residents now have greater confidence and skills in leading difficult conversations, whether in person or virtually."*

DR. TANGANYIKA BARNES, Program  
Director of the Internal Medicine Residency  
Program Englewood Health

## A/V

- Tony will deliver each presentation via Powerpoint slides with a 16:9 ratio. Slides will either be transferred before (if required) or brought with her on a portable USB Drive (preferred).
- Tony requires a wireless remote (clicker) for PowerPoint.
- Tony strongly prefers at least one confidence monitor, if possible.
- Tony prefers no podium on stage. If one must be present, it needs to be pushed back so she may walk in front of it unencumbered.
- Tony requires a wireless lavalier microphone connected to a professional audio system.
- Tony requires an A/V check no fewer than 30 minutes before taking the stage.

## Speaking Engagement Fees

- In Person Keynote: \$10,000 USD - \$15,000 USD
- Virtual Keynote: \$7,500 USD
- Domestic Travel Fee: \$2,000 USD
- International Travel Fee: \$5,000 USD



# Book Dr. Orsini

In the ICU, every conversation is high-stakes. The way you deliver news determines whether a family trusts you or sues you, whether a nurse stays or burns out, whether a team functions or falls apart. The corporate world faces the same dynamics — the stakes just look different.

Dr. Orsini brings 25 years of frontline communication mastery to leaders who are tired of theoretical frameworks and ready for tools that work.

AVAILABLE FORMATS: Onsite Keynote | Virtual Keynote | Half-Day Workshop | Full-Day Intensive | Multi-Session Programs

Inquire About Remaining  
2026 Availability and 2027  
Date Holds

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(973) 233-4641

REQUEST A DATE HOLD

