



PHYSICIAN · LEADERSHIP & COMMUNICATION SPEAKER

Shannon Smith, M.D.

Helping experts communicate when conversations are hard.

Communication isn't a soft skill. It's part of the infrastructure that keeps organizations functioning, people connected, and teams safe.

15+ years as a pediatrician. Now in the rooms where hard conversations decide outcomes.

ROOMS SHE BUILDS TALKS FOR

Legal

Education

HR

Government

Safety

911

School Resource Officers

THE TALKS

Three talks. Built for rooms where communication is the work.

Ranked in the order she considers strongest. Each can be delivered as a keynote or adapted as a working session. No TED framing—tools people can use the same week.

01 Invisible Barriers to Growth

Leadership · teams · organizations that look fine on paper and still stall

Most teams do not stall because they lack talent or a plan. They stall because of the conversations people skip, the assumptions no one tests, and the habits that look cooperative while they quietly block results. This keynote names the communication patterns that keep capable people stuck—and shows how to interrupt them in real meetings, not in theory. Audiences leave with a practical way to see what is actually in the way, say it clearly, and move the work forward without turning the room against itself.

02 Hard Conversations / Healthy Teams

Built for legal, 911, school resource officer, HR, and government rooms

In these rooms, a delayed or poorly handled conversation is not a personality issue. It is an operational risk—for clients, for the public, and for the person standing next to you. This keynote covers how stress and status change what people will say out loud, and how to run a hard conversation so the team still functions afterward. Leave with a shared way to raise concerns early, hold a line without burning the relationship, and keep the room usable once the hard thing has been said.

03 People Pleasing to Powerful Communication

Leaders and experts who keep the peace at a cost to clarity, safety, or results

People-pleasing is often rewarded until it isn't: until the deadline slips, the concern stays unspoken, or the leader is exhausted from managing everyone else's comfort. This keynote shows how that habit shows up in meetings, email, and feedback—and what it costs. The shift is not "be louder." It is say what is true, useful, and timely. Teams leave knowing how to make a clear request, set a boundary, and stay in the conversation when it gets uncomfortable.

ALSO RELEVANT

Safer Teams · speaking up early

Communication habits that get concerns on the table before they escalate. Also: focus under pressure.

IN THE ROOM

Rooms that have already hired her.



● Celebrating Connections	Invited back 7 years
● WV Legal Aid	Legal
● WVJLAP	Lawyer assistance
● Ohio GRIT	Education / leadership
● Family Support Centers	Family support
● ConServ	Pipeline / operations
● Ashland city government	Government
● Ohio Judicial Conference	Invited

WHAT THEY SAID AFTER

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Dr. Shannon’s workshops have had a significant impact on our organization. She helped us identify and address communication barriers, resulting in a more cohesive and productive team. What makes her work especially valuable is that she gives our leaders practical strategies we can continue implementing long after the workshop ends.

Scott Freshwater
CEO, ConServ

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Dr. Shannon gave our team practical tools to communicate and work more effectively. People left feeling more connected and empowered, and they were already asking when she was coming back. That’s the kind of impact you want from a speaker.

Melissa Lilly
Legal Aid of West Virginia