



MOMENTOLOGY MEDIA

MALAICA SIMMONS

TEDx Speaker | Leadership Strategist | Human-Centered Design Strategist | Doctoral Researcher

Helping organizations create sustainable high performance without sacrificing their people.



ABOUT MALAIKA

Organizations don't need people who can carry more. They need leadership systems that require less carrying.

Malaika Simmons is an international keynote speaker, leadership strategist, Human-Centered Design strategist, and doctoral researcher whose work explores how organizations create sustainable performance without exhausting the people who drive it.

She has partnered with healthcare organizations, public health agencies, universities, nonprofit organizations, and government institutions to design leadership systems, facilitate stakeholder engagement, and improve organizational performance while strengthening the well-being of the people they serve and employ.

As Founder and CEO of Momentology Media and creator of The Momentology Method™, Malaika helps organizations redesign leadership, culture, and performance systems so people can thrive while delivering exceptional results.

Her work combines organizational psychology, behavioral science, Human-Centered Design, and executive leadership experience to help organizations navigate change, strengthen culture, improve engagement, and build resilient, high-performing teams.

Audiences leave with practical frameworks they can immediately apply to lead with greater clarity, alignment, and impact.

SIGNATURE TALKS

Stop Carrying the System™

The Hidden Cost of High Performance and the Design of Sustainable Success.

High performance should not depend on people holding together what the system was designed to support. This keynote introduces **Extraction Fatigue™** and helps leaders recognize where results have become dependent on overextension, distinguish individual responsibility from systemic dependency, and redesign the conditions that make sustainable success possible.

Built to Carry™

Understanding who carries the weight and why it matters.

Some leaders naturally step in, take ownership, and absorb responsibility long before anyone asks. Drawing on the **Servant Leader Archetypes**, this keynote explores why certain high performers are more susceptible to chronic over-functioning, how their greatest strengths can become hidden liabilities, and what organizations can do to support them without creating dependence.

Alignment as a Competitive Advantage

Why organizational alignment is the foundation of sustainable performance.

People do not become exhausted in isolation. Leadership practices, culture, and organizational systems either support sustainable performance or quietly undermine it. This keynote introduces the **Momentous Organization™ Alignment Index**, giving leaders a practical framework for identifying organizational misalignment, strengthening organizational health, and creating the conditions where both people and performance thrive.

Sustainable Success by Design

Creating performance that doesn't require burnout.

Sustainable organizations are intentionally designed. This keynote introduces the principles of a **Momentous Organization™**, demonstrating how leadership, systems, and culture work together to strengthen trust, accountability, and organizational capacity. Participants leave with practical strategies for building environments where both people and performance can thrive over the long term.

Psychological Safety Beyond Awareness

Honoring differences in high-performance environments.

People process information, communicate ideas, solve problems, and contribute in different ways. This experience helps leaders move beyond awareness to design environments that recognize and benefit from those differences, creating the conditions for people to contribute fully without having to conform, mask, or repeatedly advocate for how they work best.

SPEAKING TOPICS

Sustainable Leadership
High Performance
Workplace Culture
Psychological Safety
Innovation & Change Leadership
Healthcare & Public Sector Leadership

Human-Centered Leadership
Preventing Burnout
Employee Engagement
Organizational Alignment
Human-Centered Design
Academic and Nonprofit Leadership

SEE MALAIKA IN ACTION

2-Minute Speaker Reel: <https://www.youtube.com/watch?v=Nz-yCBxiB5Q>

TEDx Talk: <https://youtu.be/aJPanaOG-rY>

TRUSTED BY



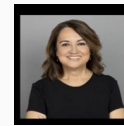
WHAT AUDIENCES ARE SAYING

"Malaika Simmons is a dynamo. Her diverse background working in corporate, government agencies, and as an entrepreneur gives her an edge on understanding how the world of careers works." . Leslie G., Director, Center for Excellence in Public Leadership, George Washington University



"Her authenticity and ability to connect with people made a lasting impression."

Stephanie Ray, MSHRD
Federal Program Manager



"One of the best facilitators I've experienced."

Carmita Padilla
Nonprofit Executive | Health Equity Champion

SPEAKING STYLE

Research-Based. Story-Driven. Immediately Actionable.

Every keynote blends research, storytelling, audience interaction, and practical leadership tools that attendees can apply immediately. Participants leave with new language, actionable frameworks, and a renewed perspective on leading people and organizations through complexity.

PROFESSIONAL CREDENTIALS

- Founder & CEO, Momentology Media, LLC
- Creator of Extraction Fatigue™
- Doctoral Researcher, Organizations & Systems
- Executive Leadership Advisor
- Creator of The Momentology Method™
- International TEDx Speaker
- Human-Centered Design Strategist
- Organizational Culture Consultant

CONTACT



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