



# Melissa Montgomery

Speaker One-Sheet

## People by Design

Inspire People. Ignite Culture. Transform Lives.

 [www.pplbydesign.com](http://www.pplbydesign.com)

### Contact and Booking Information

Melissa Montgomery, M.S., BPC, EQAC

Founder | Consultant | Coach, People by Design

Contact: [info@pplbydesign.com](mailto:info@pplbydesign.com)

Book Melissa to Speak: (225) 242-9336

### Speaker Bio

**Melissa Montgomery, M.S., BPC, EQAC, helps organizations close the gap between how valued people feel and how essential they actually are.**

With over 20 years of HR and leadership expertise, Melissa founded People by Design to address the leadership challenge no one else is naming: the mattering deficit. Through story-driven keynotes, strategic consulting, and culture transformation work, she shows leaders how to build workplaces where people don't just show up—they stay, contribute, and thrive.

A Certified Six Seconds Emotional Intelligence Assessor and Board Member of PSHRA Louisiana, Melissa brings research-backed frameworks and real-world experience to every engagement. Her approach blends strategic insight with deeply human storytelling, rooted in her own journey through loss, resilience, and the creation of a business built on the belief that every piece matters.

Melissa has spoken at the Foundation for Wellness Summit and works with organizations across healthcare, nonprofit, public sector, and corporate environments. She lives in Baton Rouge, Louisiana, where she continues to partner with leaders ready to transform culture from the inside out.

### Signature Talks

### Organization/Culture

- **Why Good People Leave (And What Actually Makes Them Stay):** The Science of Mattering and What It Means for Your Team
- **Burnout is a Culture Problem (Not a Personal Failure):** Building Teams Where Sustainable Energy is the Norm, Not the Exception
- **From Showing Up to Speaking Up - Building Psychological Safety That Actually Works:** How to Create Teams Where People Say What Needs to Be Said
- **Culture by Design:** Building belonging and performance with simple team rituals.

## Leadership Development

- **Everyday Leadership:** Trust, feedback, and communication habits that compound.
- **The Confidence Rebuild - Leading After a Setback:** How to Regain Your Footing When the Ground Shifts Beneath You
- **Leading with Abundance:** From Limits to Limitless in Complex Environments
- **Coffee and Courage:** How Leaders Build Trust Without Losing Authority

## Individual/Life Stages

- **Every Piece Matters - Your Story of Significance:** Discovering Your Contribution to Something Greater

### Ideal Audiences

- Small businesses and nonprofits
- Cancer, grief, and caregiving communities
- Schools, youth programs, and community organizations
- Women's groups and leadership networks
- Mission-driven organizations
- Healthcare organizations and frontline service teams
- Faith communities and church retreats

**Available for in-person and virtual engagements.**

### Speaking Assets and AV Needs

- Short and extended bio
- Approved headshots
- Talk titles and descriptions
- Projector
- Microphone
- Internet Access