



DR. KARISSA THOMAS

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LEADERSHIP STRATEGIST · AUTHOR OF THE MOSAIC LEADER · CREATOR OF THE MOSAIC SHIFT™

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SIGNATURE KEYNOTE

THE MOSAIC SHIFT: HOW LEADERSHIP MOVES FROM FRAGILE TO STEWARDED

Most organizations look strong but quietly run on a few people — and that fragility stays hidden until someone leaves. This keynote reframes the problem from people to architecture, hands the room a simple map of where they stand, and shows how leadership becomes a shared system that holds even when any one person steps away.

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WHAT YOUR AUDIENCE WALKS AWAY WITH

- A NEW LENS: why their best people being overloaded is a structural problem, not a personal one.
- The Mosaic Shift Matrix — a four-room map they can locate themselves on before they leave the room.
- The three capacities and four behaviors that move a team from fragile toward stewarded.
- One concrete test of real progress — and a first move they can make this week.



SIGNATURE TOPICS

The same framework, tuned to your audience: leadership & change · team performance · culture & belonging · education leadership · women in leadership · entrepreneurship & independent consulting.



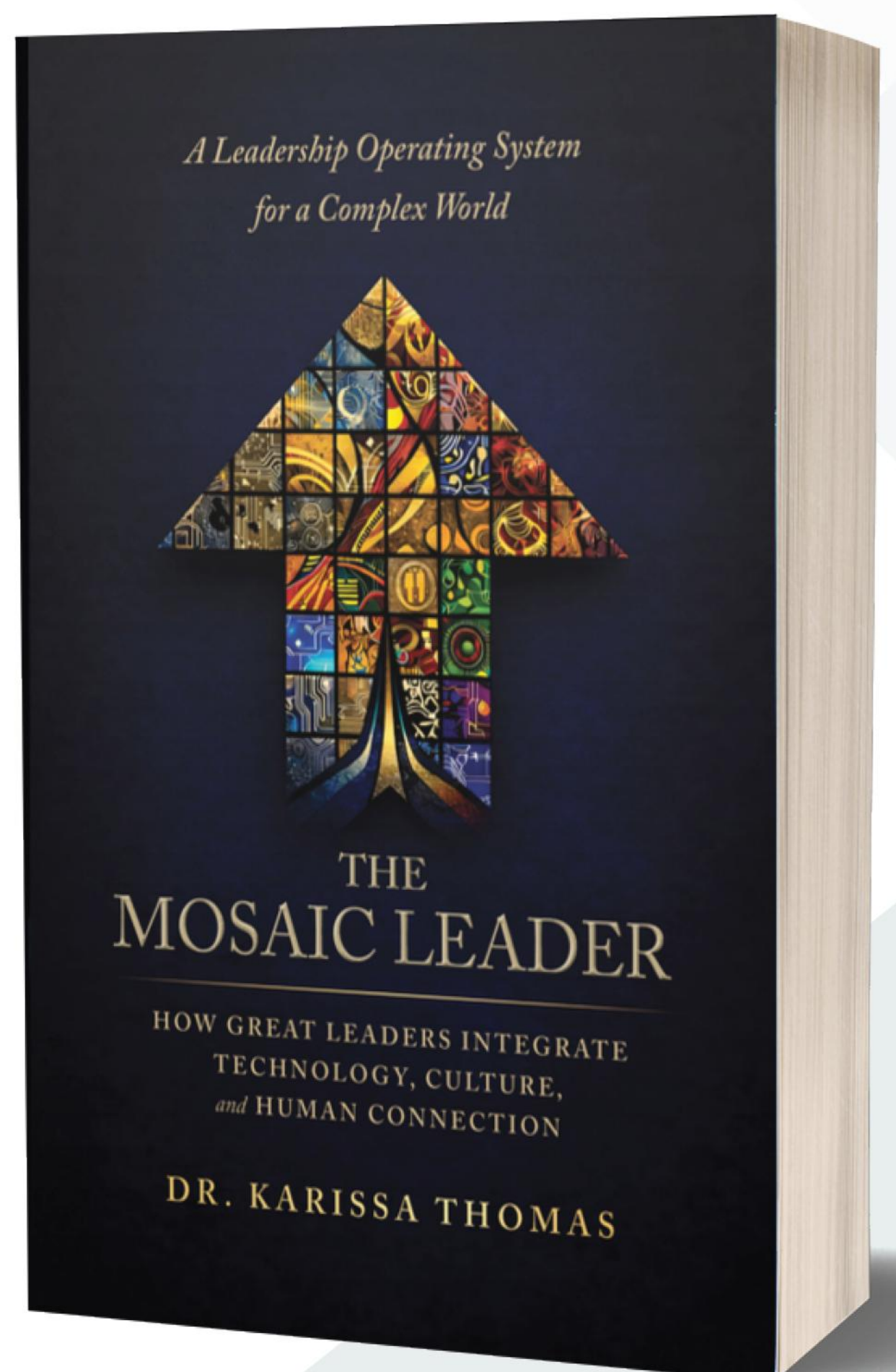
FORMATS

Keynote (20–60 min) · half-day workshop · multi-session leadership cohort · train-the-facilitator certification · enterprise & district licensing.



ABOUT DR. THOMAS

Dr. Karissa Thomas is a leadership strategist and the creator of the Mosaic Shift™ — a method for moving organizations from leadership that depends on individuals to leadership that is built to last. Through her book *The Mosaic Leader*, her tools, and her keynotes, she helps schools, companies, and independent professionals build clarity and share the load, so the work holds with or without any one person in the room.



BOOK DR. THOMAS

drkarissathomas.net

Based on *The Mosaic Leader* by Dr. Karissa Thomas. The Mosaic Shift Matrix™, Mosaic Intelligence Method™, and Mosaic Leadership Model™ are trademarks