

MARY KAYE HOLMES, ESQ.

LEADERSHIP STRATEGIST & KEYNOTE SPEAKER

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"Some people are not failing. Some people are surviving. And wise leadership learns the difference."

THE CORE ARGUMENT

Most leaders don't have a performance problem. They have a perception problem.

When leaders misread survival responses as character flaws and adversity-shaped behavior as permanent identity, organizations lose good people and never know why. Mary Kaye Holmes combines transformational storytelling, leadership insight, and systems awareness to help organizations lead people more intelligently under pressure.

SIGNATURE KEYNOTES & TOPICS

Misjudged Under Pressure (Flagship Keynote)

How leaders misread people and what it costs. Built on the *Misjudgment Cycle* to help leaders avoid costly misjudgments under pressure.

Safe Accountability

Holding people accountable without destroying dignity, trust, or the operational conditions required for organizational growth.

Behavior vs. Burden

Teaching leaders to distinguish what they observe on the surface from the structural or environmental weights actually driving their teams.

Leading Beyond Assumptions

How leaders strengthen decision-making, communication, and team trust by learning to see people more accurately.

WHAT YOUR ORGANIZATION GAINS

- A repeatable framework for reading human behavior under pressure accurately.
- Leadership frameworks that improve discernment in hiring, development, and retention.
- Leadership language that creates accountability without generating shame or fear.
- High-performance environments where people perform to their actual potential.
- The capability to identify and develop overlooked high-performers before losing them.

SIGNATURE PUBLICATION

NEW BOOK **Misjudged: How Systems Get People Wrong and What It Costs**

Explores ten patterns that cause leaders and institutions to misjudge people under pressure and overlook potential.

AUTHORITY & CREDENTIALS

U.S. Supreme Court Admitted Attorney

Brings strict legal precision, systemic compliance, and institutional authority into executive rooms.

U.N. Peace Ambassador

Global platform managing complex stakeholder frameworks with exceptional cross-cultural reach.

Featured Platforms

Regularly commands prominent rooms at the United Nations, Yale University, and the Congressional Black Caucus.

Historic Exoneration Success

Student attorney contributor to the Keith Bush case —wrongfully imprisoned 33 years, marking one of the longest overturned convictions in NYS history (ABC News).

8x International Bestselling Author

Including the definitive works *Misjudged* and *Outlive the Labels*®.

Founder, Justice & Restoration Initiative

Directs scalable institutional development programs across Africa, India, & South America.

WHAT CLIENTS SAY

"If you're looking for a storyteller and a truth teller — Mary is it. Her platform would save someone's life."

— Robin Glasco, DC | The Pink Couch

"She's authentic, genuine, and exactly what our people needed to hear. A powerhouse."

— Regeline Sabbat | Life Service Center of America

TARGET ENVIRONMENTS

Corporate Leadership

Legal & Financial Firms

Healthcare Networks

Government & Policy

Nonprofit Executives

Reentry & Restoration

Higher Education