MARNI BATTISTA · SPEAKER

Gone Quiet.

Your best employee left two years ago. She's still here.

Marni helps organizations hear from their most experienced people again, before the silence turns into an exit.



THE ARC Gone Quiet (the sign) → Career Grief (the feeling) → Identity Debt (the cause) → **Edit, Don't Exit** (the way back)

THE SIGNATURE TALK

Gone Quiet: why your most experienced people stop speaking up, and what it costs you

She hasn't resigned. She's resigned to it. Marni walks leaders from the sign, to the feeling, to the cause, and then the way back, so voices return inside the organization, not in an exit interview.

Spot the early signs she's gone quiet	Name the Career Grief she won't say	See the Identity Debt underneath it	Leave with one conversation that turns an exit into an edit

For women's networks: why so many women go silent at the exact moment they should be getting louder.

TAILORED TO YOUR ROOM

The Shock Absorbers: change fatigue in your veterans

The Reliability Tax: dependable people burning out or coasting

Outgrown, Not Burned Out: when the real issue is an outgrown role

Reinvent Without Resigning: keeping talent through role changes

FORMATS

Keynote · Breakout · Lunch-and-learn · Half-day workshop with ELI assessment

WHO IT'S FOR

HR and people leaders · Public sector · Healthcare · Women's networks and ERGs

WHY ORGANIZATIONS BRING MARNI IN

Keynote, Metropolitan Washington Council of Governments HR conference (Oct 2025)

Program study (44 women): work-relationship satisfaction rose from 50% to 80%, with gains in 13 of 14 life areas

17 years coaching high achievers · iPEC-trained

Author, *Your Radical Living Challenge* (Hay House, 2025) · Seen on Dr. Phil and On Air with Ryan Seacrest

> **"Your insights, energy, and expertise brought tremendous value to the event. The feedback from attendees has been overwhelmingly positive."**
>
> Susan Ways, Human Resources Director, Metropolitan Washington Council of Governments

Bring this conversation to your team

support@marnibattista.com · marnibattista.com/speaking