



Ryan Flanagan

Keynote and Corporate Event Speaker

What happens when a Gen X leader steps back in time to lead a high-velocity scale-up with 100's of predominantly Gen Z employees?

He learns a lot—about the power of flexibility, the necessity of transparency, the importance of innovation, and the rapidly changing landscape of modern work. More importantly, he discovers what it truly takes to lead in a world where traditional structures are being challenged, and new expectations are setting the course for the future.

Ryan Flanagan, a seasoned executive with extensive experience leading diverse and dynamic teams across global markets, shares his compelling journey from the structured corporate world of his peers to the fast-paced, high-growth environment of a start-up dominated by Gen Z. This is not just a story of adapting to generational workplace change—it's a story of thriving in it.

Services & Rates

Keynote Speaker	\$4,500
Conference Speaker	\$2,500
Company/Team Speaker	\$1,500

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Keynote Speaker

Discover the keys to understanding and meeting the expectations of a generation that expects work life flexibility, transparency, and purpose, as well as compensation.

Key Takeways

Leadership Styles

Ryan's Transition

- Transitioned from corporate leader to mentor.
- Focuses on guiding a Gen Z team.

Workforce Juniorisation

Leading a Younger Workforce

- Strategies for leadership.
- Maintain performance and morale.

Societal Expectations

Gen Z Work Preferences

- Societal changes and Gen Z's work expectations.
- Strategies to adapt to meet these preferences.

Attraction & Attrition

Youth-Friendly Work Environment

- Reduce turnover.
- Create engagement with younger employees.



Unlocking Gen Z in the Employer Brand Age.

The entrance of Generation Z into the workforce isn't just a demographic shift; it's a reshaping of fundamental concepts of work, leadership, and culture.

Traditional structures and ways of working are being upended, demanding a radical rethink of employer branding and culture strategies that reflect the social, financial, and political realities Gen Z faces.



Why Hire Ryan for your next event?

Ryan's keynote isn't just another speech—it's a compelling, real-world guide to understanding and leading the workforce of tomorrow. His authoritative insights, drawn from years of experience at the helm of dynamic teams, provide actionable strategies that will help your organisation adapt to the rapid changes brought on by Gen Z's entry into the workplace.

With high stakes for companies in every industry, learning how to engage, retain, and lead this new generation is no longer optional—it's essential.

Ryan's ability to distil complex challenges into clear, actionable steps makes him the ideal speaker for your next event.

