



# SHANA FRANCESCA

Scholar of Intentional & Ethical Leadership & Living

## About

Shana Francesca is a Keynote Speaker, Consultant, Workshop Facilitator and Scholar of Intentional and Ethical Leadership and Living. She is the Founder & CEO of Concinnate LLC.

Having been born into an abusive household and raised inside an Evangelical Christian Cult, Shana, early on faced deeply harmful and unethical leadership and its consequences. The foundation of her work is the understanding of Curiosity, Respect and Accountability and their role in fostering ethical relationship both individually and as a leader.

Shana believes we become infinitely more impactful as leaders and as humans when we understand the power of community and our role inside of it. Knowing that a corporation, team, family or organization is a type of community, and that community is an ecosystem where it is vital that every part and person is honored and empowered.

## Podcasts

Interviews Released in 2023:

[Chriss Voss Podcast](#)  
[Entrepreneur's United](#)  
[Chasing the Insights](#)  
[Empowered Within](#)  
[The Relaunch Podcast](#)  
[Feeling Forwards the Podcast](#)  
[More...](#)

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# Keynote Topics

## Mastering Intention - Designing Our Lives

Shana found Intention and ethical living, what she calls life design, to be what transformed not only her life but many others who have risen from difficult circumstances. Her life went from one defined by abuse, to one defined by joy. Her formula for intentional and ethical relationship with herself and the world around her, which empowered her to design her life and relationships, is the combination of curiosity, respect, and accountability. The combination is powerful. It requires courage and creativity to employ in our lives. When we begin to infuse our choices with intention, we begin designing our lives, personally and professionally. This discussion dives into the heart of intentionality and how it empowers us to design our lives.

## Intentional & Ethical Leadership

Intentional and ethical leadership begins with curiosity, respect and accountability. Curiosity is the foundation for innovation (innovation is the reimagining of relationship), including within our teams, our culture, and ultimately how we meet clients' needs and increase revenue. What needs to be cultivated alongside our curiosity is respect and accountability. Empowering our team(s) to take on challenges while being supported, so they know they are not taking them on alone. This is the realization of curiosity, alongside respect. Creating teams, community and culture of support for each employee. Accountability is the final aspect, without it we risk, especially as leaders, feedback loops and echo chambers that ultimately prevent us from maturation, growth and profitability as a company. Accountability brings us right back to curiosity and respect.

## Cultivating Transformational Curiosity

Having transformed her life, breaking away from the pattern of abuse in her family, Shana found curiosity to be one of her greatest tools. She had to get curious about what was possible. To gain access to new possibility she had to be willing to question everything and take on new challenges. Ultimately, curiosity is what led Shana to ask herself how to show up in the world as the most authentic version of herself. The desire to start her own company led to her beginning to study leadership in her late 20's, scholarship that continues to this day and informs not only leadership but her life and her work with leaders. Having transformed her own life Shana is able to guide others into looking at life and leadership through the lens of *what if*. What if, shifts our lives from seemingly unbreakable patterns, to finding joy in infinite possibility. Curiosity is the foundation of all possibility personal and professional, it is a critical tool for experiencing profound joy and success and profitability.

## Neurodiversity in a Singularly Focused World

As a neurodivergent person myself, someone diagnosed with ADHD at five, it became critical for me, for my survival to continually translate myself for the world around me. I had to hold onto who I am/was while learning how the other 80% of the people of the world thought and how it differed drastically from my own patterns of thinking. I wanted to and needed to be able to show up as myself in my personal life, work life, networking, building a business and a speaking/consulting practice. I realized along the way how many companies would benefit from learning how we neurodivergent people see the world and how it would transform culture and profitability when done intentionally and with support for all involved. Diversity empowers curiosity, which drives innovation and ignites profitability.



# Workshop Topics

- Intentional & Ethical Leadership
- Cultivating Transformational Curiosity
- Neurodiversity At Work
- Mastering Intention - Designing Your Life
- Getting Started in Public Speaking

