



## Publicity Text

Name: **Joanne Lockwood FPSA FRSA FIEDP**

Job Title: **Founder & CEO**

Company: **SEE Change Happen Ltd**

Job Role: **The Inclusive Culture Expert**

Personal Gender Pronouns (PGPs): **she/her/hers**

Email Address: [jo.lockwood@seechangehappen.co.uk](mailto:jo.lockwood@seechangehappen.co.uk)

Social Media Hashtags: **#PositivePeopleExperiences #SmileEngageEducate**

## Headline & Bio #1 (360 words):

**Headline: Joanne Lockwood: The Inclusive Culture Expert**

**Bio:** Joanne Lockwood, the trailblazing Founder and CEO of SEE Change Happen, embodies transformative change in the realm of Inclusive Cultures. As an *Inclusive Culture Expert* and *International Keynote Speaker*, Joanne is not just a consultant; she is a beacon of inspiration, redefining the landscape of diversity and inclusion. Her life journey as a transgender woman amplifies her voice, making her an authentic and heartfelt mentor in the mission for building inclusive organisational cultures where everyone can thrive.

## Why Joanne?

Are you seeking a transformative experience for your organisation? Joanne's philosophy extends beyond mere compliance, creating deeply rooted, sustainable change that nurtures Positive People Experiences. Her collaborations with HR professionals, Talent Acquisition leaders, and Learning & Development experts do more than just address exclusion and bias; they reimagine Equity, Diversity, and Inclusion, embedding these values into the very fabric of organisations.

## The Journey

Joanne's career transition is a narrative of courage and vision. From serving in the Royal Air Force and running a thriving IT business, she pivoted towards HR and People Consulting, driven by her passion for inclusivity. Guided by her mantra "**SMILE | ENGAGE | EDUCATE**" she partners with "*People People*" to foster environments where empathy, understanding, and inclusivity thrive.

## Accolades and Impact

Joanne's influence extends beyond consultancy. As a Fellow and Chair of the Board of the Professional Speaking Association UK&I and a Fellow of the Institute of Equality and Diversity Professionals, her expertise is widely recognised. Her documentary feature on Channel 4's "The Making of Me," her 'Inclusion Bites' podcast, and her role as a former Trustee for the LGBT+ Youth Homeless Charity, akt, showcase her multifaceted impact.

## Transformative Keynotes

Joanne's engaging keynotes resonate globally, transforming how audiences think, act, and feel about inclusivity. Her storytelling ability grips listeners, guiding them to overcome imposter syndrome, dismantle societal prejudices, and foster thriving environments. Whether it is an after-dinner event or an international seminar, Joanne's insights leave a lasting, tangible impact.

## The Invitation

Engage with Joanne Lockwood and embark on a transformative journey towards a truly inclusive workplace. Her passion, expertise, and personal narrative will light the way to meaningful change, making her an indispensable ally in your quest for inclusivity.

## Bio #2 (107 words)

Joanne Lockwood, Founder and CEO of SEE Change Happen, is a transformative force in Inclusive Cultures. With a rich background in the Royal Air Force and IT, Joanne pivoted to HR and People Consulting, driven by her passion for diversity and inclusion. As a transgender woman, her personal journey enriches her advocacy. Joanne partners with HR, Talent, and L&D leaders, embedding Equity, Diversity, and Inclusion into organisational culture. A Fellow of the Professional Speaking Association UK&I and the Institute of Equality and Diversity Professionals, Joanne's keynotes and workshops inspire profound, sustainable change. Her mantra, "**SMILE | ENGAGE | EDUCATE**" encapsulates her approach to fostering **Positive People Experiences**.

## Bio #3 (50 words)

Joanne Lockwood, the visionary behind SEE Change Happen, transforms Inclusive Cultures with her unique blend of personal experience and professional expertise. As a transgender woman and a leading *Inclusive Culture Expert*, she partners with HR and L&D leaders to embed Equity, Diversity, and Inclusion, fostering environments of empathy and belonging.

## Bio #4 (32 words) 'In a nutshell'

Joanne Lockwood, Founder of SEE Change Happen, is a pioneering *Inclusive Culture Expert* who transforms organisations by embedding Equity, Diversity, and Inclusion through her unique blend of personal experience and professional expertise.

## Suggested Emcee Intro (120 words + [52 words])

Friends and colleagues, prepare to be captivated by the remarkable journey of our guest speaker, Joanne Lockwood. In 2017, Joanne made two courageous decisions: she launched her Inclusion and Belonging consultancy business and embraced her authentic self by undergoing gender transition. Leaving behind a 32-year IT career, she now ignites a fire for inclusion, belonging, and transgender awareness in organisations worldwide to promote *Positive People Experiences*.

*[Joanne is the acclaimed “The Inclusive Culture Expert” and Founder of SEE Change Happen, She is a Fellow and Chair of The Professional Speaking Association, a Fellow of the Institute of Equality and Diversity Professionals, CPD Accredited, a LinkedIn ‘Top Voice’, Podcaster, Blogger and Contributor to numerous HR, Recruitment and DEI Publications.]*

Joanne’s mantra, “**SMILE. ENGAGE. EDUCATE.**”, reflects her unwavering commitment to fostering understanding and empathy in our beautifully diverse world. After the session, Joanne welcomes questions and the opportunity to connect with you on a deeper level, so please reach out.

Now, let’s open our hearts and minds to the compelling and soul-stirring Joanne Lockwood!

## Walk On Music

Paloma Faith's version of "[Make Your Own Kind of Music](#)"  
from timecode 7, Fade Out @ 46 seconds

## “Jo or Joanne? The Art of Addressing Me”

When it comes to addressing me, I often encounter the query: do I prefer ‘Jo’ or ‘Joanne’? Let’s clear the air – professionally and in formal settings, ‘Joanne’ is the name I resonate with. It’s like my official signature, the name that represents my professional persona.

On the other hand, ‘Jo’ is a more casual, friendly nickname, used affectionately by friends and family. If you feel a closer, more personal connection, feel free to call me ‘Jo’. However, a small plea: ‘Joanna’ is not a name I identify with, so let’s keep that one off the table.

I hope this sheds some light and brings a touch of ease to how you address me! 😊

## Accreditations



Fellow of The Professional Speaking Association UK & I



Fellow of the Institute of Equality and Diversity Professionals



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## Social Media Links - Let's Get Social

- Website: <https://seechangehappen.co.uk>
- Speaker Site: <https://joanelockwood.co.uk>
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- Twitter [https://twitter.com/jo\\_lockwood1965](https://twitter.com/jo_lockwood1965)
- <https://twitter.com/seechangehappen>
- Instagram [https://instagram.com/jo\\_lockwood1965](https://instagram.com/jo_lockwood1965)
- <https://instagram.com/seechangehappen>
- LinkedIn <https://LinkedIn.com/in/jolockwood/>
- <https://LinkedIn.com/company/see-change-happen>

## Inclusion Bites Podcast & Newsletter

- Podcast <https://seechangehappen.co.uk/inclusion-bites-listen>
- Newsletter <https://seechangehappen.co.uk/spotlight>

## Video Clips, Articles, Blogs and Showreels

- YouTube: <https://www.youtube.com/@SEEChangeHappen>
- In the Media: <https://seechangehappen.co.uk/news/featured-articles/>