

# Rachael Downie

AG.SCI (HONS), B.TEACH, M.ED, MBA
CO-FOUNDER, ELITE MINDS

# Thank you.

You have a room to fill, a program to pull together and a lot of people to keep happy.

My goal is to help you make this part feel easy. Whether you're organising a conference, leadership event, company offsite or professional development program, I want working together to feel calm and collaborative.

I will ask about the people who'll be in the room, what their industry is facing, what the past year has asked of them and what you want them thinking, feeling or talking about afterwards.

**What do you want them thinking, feeling or talking about afterwards?**

A keynote should move the room. Every keynote I deliver is shaped specifically for the audience. Depending on what you're trying to achieve, we can work together through:

- *A keynote: A high-impact session designed to shift perspective, start conversations and leave people with something they can use.*
- *A facilitated workshop: A more interactive experience that gives your people the space to explore the ideas, apply them and make them their own.*
- *A tailored series: A keynote, workshop or series of sessions built around your organisation, industry, leadership team or people.*

On the day, I travel light and work happily with your venue to make things as straightforward as possible. I'll often bring copies of my books to give away too, because sometimes having something tangible in your hands helps an idea stay with you long after the event is over.

I speak across Australia and internationally. Behind every session are more than 15,000 hours of one-to-one mentoring and 100+ hours on stage, giving me a deep understanding of people, performance, leadership and the conversations that can create meaningful change.

I'd love to help you create a session your audience enjoys and remembers.

Rachael.

SIGNATURE KEYNOTE: KNOW

# Whose success is this anyway?

- KEY NOTE
- WORKSHOP
- SESSION SERIES

Your audience may already be successful on paper. They've built careers, led teams, hit targets and collected the qualifications, yet many are asking is this still what I want?

That question matters to organisations because people who lose connection with what success means to them often lose energy, clarity and purpose long before they leave.

**WHAT THIS SESSION CHANGES**

Rachael helps people examine where their definition of success came from like family, workplace, industry, expectations or an earlier version of themselves and consciously decide what success needs to look like now.

This isn't a quit your job and follow your dreams keynote, it’s a practical conversation about identity, ambition, purpose and conscious choice.

**IDEAL FOR:**
Leadership conferences · Executive teams · Professional associations · Women in leadership programs · Career transition · High-performing teams · Conference opening or closing sessions.

**YOUR AUDIENCE LEAVES ABLE TO**

- recognise when they are operating from someone else's definition of success
- articulate what success means to them now
- identify where their current thinking may be limiting their performance
- make one practical change immediately
- have better conversations about ambition, purpose and what comes next

**WHY EVENT ORGANISERS BOOK THIS**

It creates the conversation after the keynote.

This is powerful for audiences who have heard about performance, productivity and leadership and are ready for a more personal question like what am I  building all this for?

SIGNATURE KEYNOTE: RELEASE

# Is this yours to carry?

- KEY NOTE
- WORKSHOP
- SESSION SERIES

Some of your most reliable people may be carrying far more than their job description. They're the ones who say yes when they mean no, take responsibility for everyone else, avoid difficult conversations, keep pushing when they need to stop and confuse exhaustion with commitment.

Eventually that shows up somewhere like in decision-making, performance, relationships, retention or wellbeing.

## WHAT THIS SESSION CHANGES

Rachael explores the fears, expectations and learned behaviours that make capable people take on too much and gives them practical ways to recognise what is genuinely theirs to carry and what isn't.

This isn't about doing less but how to use energy, responsibility and attention more deliberately.

**IDEAL FOR:**
People & Culture programs · Leadership development · Teams experiencing sustained pressure · Change and transformation programs · Professional services · Healthcare · Education · Women in leadership · Wellbeing programs

## PEOPLE LEAVE WITH

- recognise the difference between responsibility and over-responsibility
- identify behaviours that are unnecessarily draining capacity
- set clearer boundaries without defaulting to guilt
- make decisions with less fear and second-guessing
- protect their energy for the work and relationships that matter most

## WHY HR & PEOPLE LEADERS BOOK THIS

Wellbeing advice only works when people can use it in real life.

Rather than telling people to look after themselves, this session gives them language and practical tools for the moments when workload, expectations and old habits collide.

SIGNATURE KEYNOTE: CHOOSE

# Why don't you choose the person you've decided to become?

- KEY NOTE
- WORKSHOP
- SESSION SERIES

Your people probably don't need another list of things they should be doing.

They already know.
They've attended the training.
They've heard the strategy.
They've read the books.
They've made the plans.

The challenge is turning intention into behaviour and that's where many organisational initiatives stall.

**WHAT THIS SESSION CHANGES**

Rachael explores why people can genuinely want change and still return to familiar behaviours.

She helps audiences understand the connection between identity, belief and action and how to start behaving like the person, leader or team they have decided to become.

**IDEAL FOR:**
Leadership conferences · Sales conferences · Strategy kick-offs · Organisational change · Post-restructure teams · High-performance programs · Culture programs · Conference closing keynotes

**YOUR AUDIENCE LEAVES ABLE TO**

- recognise why good intentions so often fail to become behaviour
- identify the internal story keeping an old behaviour in place
- connect organisational goals with their own behaviour
- choose one behaviour to change immediately
- use a simple daily practice to reinforce that change

**WHY ORGANISERS BOOK THIS ONE**

It's a powerful closing keynote because it turns the rest of your program into a question -

What will you do differently tomorrow?



To secure Rachael for your next event:
rachael@rachaeldownie.com.au or 0427 861 202

FIRST PERSON- LONG

# Rachael's Bio



I got curious about different questions.

How does my mind work? What would it feel like to be true to myself, joyful, and no longer grinding for perfection?

Those questions took me in a completely new direction and through years of study, including Bob Proctor's work, and eventually to an understanding that changed the way I saw myself, success and what was possible.

But I didn't arrive there because life wasn't working. From the outside, it was.
I had 4 beautiful children, successful businesses and a career. I was working on my 3rd degree, stacking another qualification on top of the last.

I was still waiting to feel like it was finally enough. Like I was enough. For a long time, I thought being enough was something I had to prove. Grades. Achievement. Approval. I collected them like evidence for a case I never stopped building against myself. I was in my forties, ticking almost every box that was supposed to make me feel accomplished and whole, yet underneath it all I still felt like the same invisible person I had always been.

That's when things began to change. I started understanding that transformation happens in an order. First, know who you are. Strip away what you inherited, what you were taught to want and who you learned you needed to be and get honest about what is actually yours. Then, release what no longer belongs. The fear, expectations, stories and need to edit yourself down to fit the room. And finally, be. Be the person who has been waiting underneath it all.

Now I'm a business success mentor, keynote speaker and author. I've spent more than 15,000 hours mentoring people one-to-one, alongside decades of study and 15 years spent in classrooms before that. I work with individuals, business owners, CEOs, executives and teams across business, government, sport and education in Australia and the USA.

Underneath the qualifications, businesses and experience, there's a much simpler reason I do this work. It brings me enormous joy. And I do it for the seven-year-old I once was, the little girl who felt invisible and not enough. I don't want another child, leader, business owner or human being spending decades carrying something they were never meant to carry.

You'll usually find me walking on the beach, fishing with my kids or calmly backing my caravan into a ridiculously tight spot. I live the way I teach and mentor, out loud, unfiltered and entirely mine.

I can't wait to meet you.

Rachael Downie
B.Ag.Sci (Hons), B.Teach, M.Ed, MBA
Co-Founder, Elite Minds
www.rachaeldownie.com.au

THIRD PERSON- SHORT

# Rachael's Bio



Rachael Downie is a business success mentor, keynote speaker and author who helps people do 3 things, know who they are, release themselves freely and be. Be what's been waiting underneath the whole time.

There's a version of Rachael that spent years performing. Chasing success to prove she was enough. Editing herself down to fit the shape other people expected. It took a long time and quiet observation of her own mind before she understood the thing she now teaches everyone else:, you can't outperform the picture you hold of yourself.

*"I was 40-something, ticking every box that was supposed to make me feel like enough and I still felt like the same invisible seven-year-old child I'd always been. I started to ask different questions."*

She has built her method based on decades of study, over 15,000 hours of one on one mentoring, Bob Proctor's work and 15 years in classrooms before that. She works with individual's, business owners, CEOs, executives and teams across government agencies, sporting clubs and young people from Australia and the USA.

You will find her on the beach most mornings, fishing or hanging out with her 4 children and nailing a reverse-park with the caravan on the first go. She lives the same way she teaches and mentors, out loud, unfiltered and entirely her own.

Rachael Downie
B.Ag.Sci (Hons), B.Teach, M.Ed, MBA
Co-Founder Elite Minds
www.rachaeldownie.com.au

RACHAEL DOWNIE CO FOUNDER ELITE MINDS

# Parents, Coaches, Teachers It takes a team to build strong minds.

At Elite Minds, young people learn to align their thoughts, feelings and actions to build confidence, focus and resilience that lasts.

Our approach combines proven strategies from psychology with the mindset tools of high performers, helping young people stay steady, think clearly and grow stronger in school, sport, work and life.

This isn't about a quick boost of motivation. It's about giving them tools for brighter futures and lasting change, long after the program ends.

Elite Minds is helping young people learn the mindset strategies that elite athletes, top performing students and successful professionals use.

**www.eliteminds.com.au**
**Stronger Minds | Brighter Futures | Lasting Change**

**KNOW**

*Whose voice will they hear when you're not there?*

Understand how identity and self-image are formed.

**RELEASE**

*Is this theirs to carry?*

Help young people separate themselves from pressure, expectations and fear.

**CHOOSE**

*What happens after they get it wrong?*

Give them a practical way to respond differently when the difficult moment arrives.

Elite Minds