HiCue speakers
Higher Content & Inspiration



APRIL RINNE

Global Authority on Navigating Constant Change, Uncertainty, and a World in Flux

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- Change navigator and guide to help you embrace uncertainty and the unknown
- Top-ranked global futurist with immersive work and travels in 100+ countries
- Bestselling author of Flux: 8 Superpowers for Thriving in Constant Change
- A trusted advisor to well-known startups, companies, financial institutions, nonprofits, think tanks, and governments worldwide
- Advisor for Airbnb, Nike, and Intuit
- Ranked one of the “50 Leading Female Futurists” in the world by Forbes
- Head of the Sharing Economy Working Group, World Economic Forum

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Change defines the present and uncertainty permeates the future. What are the skills, practices, and superpowers that this world in flux demands – and how can you cultivate them with purpose and joy?

The humans' ability to embrace all kinds of change, uncertainty, and not-knowing isn't exceptional, but rather table stakes. It's at the heart of responsible leadership, thriving culture, and effective communication. Put another way, tolerance of uncertainty is the #1 skill we'll need this year – and beyond.

April Rinne – change navigator, speaker, investor, and adventurer – has been obsessed with these questions for more than 25 years. Her work and travels in more than 100 countries have given her a front-row seat to a world in flux, as well as a world of wisdom to navigate the unknown. Not only is she your guide to developing a "flux mindset," she's also ranked one of the 50 Leading Female Futurists in the world by Forbes and is a Harvard Law School graduate, a Young Global Leader at the World Economic Forum, a member of the Silicon Guild and Thinkers50 Radar, a Fulbright Scholar, and the author of the international bestseller Flux: 8 Superpowers for Thriving in Constant Change.

April is a trusted advisor to well-known startups, companies, financial institutions, nonprofits, think tanks, and governments worldwide, including Airbnb, Nike, Intuit, the World Bank, the Inter-American Development Bank, AnyRoad, and Unsettled as well as governments ranging from Singapore to South Africa, Canada to Colombia, and Italy to India. For more than two decades, she's been known for seeing emerging trends early, understanding their potential, and helping others do the same. April is a bridge-builder between stakeholders, priorities, business models, markets, and those excited about change and those resistant to it. Most recently, she's been part of Finland's inaugural "masterclass of happiness," combining her Finnish heritage and "fluxiness" to reach audiences around the world.

Earlier in life April was a global development executive, an international microfinance lawyer, and a hiking guide. Before that, she spent the better part of four years traveling solo, with an insatiable desire to better understand how the rest of the world lives. (One lesson: Change is universal. How we deal with it is not.) She is as comfortable at Davos as she is talking with microfinance borrowers in an urban slum. A certified yoga teacher, she can

often be found upside-down, doing handstands around the world.

TEMAS

April tailors each presentation to the needs of her audience and is not limited to the topics listed below. Please ask us about any subject that interests you:

- Change
- Leadership
- Mindset
- Technology
- Artificial Intelligence
- Innovation
- Trends
- Future of work
- Strategy

PROGRAMAS

In her keynotes and presentations, April guides the way.

She has been weaving a story about how to thrive amid flux for as long as she can remember, drawing on her history as a futurist, advisor, global development executive, microfinance lawyer, investor, mental health advocate, certified yoga teacher, globetrotter, and joyful handstander.

She brings a global perspective and understanding to how we see, think about, talk about, struggle with, better understand, and ultimately forge positive relationships with change.

Leading & Thriving in an AI World in Flux

AI models announce new features at a mind-boggling pace and make frequent leaps in quality and scope. AI agents are moving out of pilot projects and into everyday work… and outnumbering humans. As organizations shift to measure human productivity in terms of AI,

many individuals and teams are struggling with cognitive overload, decision fatigue, and the aptly-named “AI psychosis. ” As if all that weren’t enough, the pace of change in AI isn’t slowing down – so however unsettled people feel about AI today may be the most settled they ever will feel.

Leading oneself and others through this era is distinctly different. For decades, many leaders worked in a world that felt fairly stable and predictable. Not any more. The coming decade will flip that reality upside-down, with AI driving a wave of flux larger than anything we've seen. Great leadership will be fluent in ambiguity and embrace constant change in ways that would seem counter-intuitive (or even outlandish) to prior generations. But when the world flips upside down, you have to learn to see differently.

Being ready for an AI-abundant world isn’t just about understanding AI. Far more, it’s about understanding how you – and your colleagues, partners, friends, and everyone you care about – show up for ongoing change, uncertainty, and a future full of unknowns. It’s time for a Flux Mindset!

Flux: 8 Superpowers for Thriving in Constant Change

There’s an epidemic of change exhaustion, yet more change and uncertainty are ahead. When – and how – will this ever improve? Being adaptable and flexible have always been hallmarks of effective leadership, well-being, and a fulfilling life. But in a world of ever-more change, an ever-faster pace of change, and relentless uncertainty, flexibility and resilience can be stretched to their breaking points. The quest becomes how to find calm and lasting meaning in the midst of enduring chaos.

A world in flux calls for a new mindset, one that treats constant change and uncertainty as a feature, not a bug. In this talk, April Rinne helps you open this mindset — a Flux Mindset — and develop eight “flux superpowers” that flip conventional ideas about leadership, success, and well-being on their heads. You’ll learn to see change in new ways, craft new responses, and ultimately reshape your relationship to uncertainty from the inside out.

Whether you’re leading a team, strengthening your culture, inspiring engagement, sizing up your own career, reassessing your priorities, or simply want to show up more fully in the world, opening a flux mindset and activating your flux superpowers will keep you grounded

even when everything around you is shifting. You'll learn to see that there's a light at the end of the tunnel… and it's not an oncoming train.

Key Takeaways

- Learn how to open a Flux Mindset, cultivate the 8 Flux Superpowers, and boost your "fluxiness"
- Improve your relationship to constant change, uncertainty, and unknowns
- See the future – including your future – with fresh perspective and clarity
- Show up fully for work, your family, team, friends, community – every part of life, every day!

Beyond the Ladder: The Future of Talent & Careers

What does the shape of a successful, meaningful career look like in today's workplaces full of change – and how can you (and HR) design your best one? Across the professional spectrum, people are reassessing what they want from their careers – and lives. This has led to unprecedented job-hopping (without the stigma), freelancing, quiet quitting, and career pivots as well as exhausting debates about hybrid work. And this was all happening before the breakneck ascent of generative AI and the uncharted territory it entails. Taken together, it's a lot.

One of the keys to future-ready professional development and sustainable, thriving work cultures is to rethink the shape of our careers. The one-way, up-or-out 20th century "career ladder" isn't just creaky. It's breaking. For talent and HR alike, this has profound implications – and represents a new world of opportunity for more useful career shapes and dynamics.

April Rinne has been working on "career portfolios" for more than 25 years, including her own. She helps organizations change how we think about work and individuals unleash their best, full selves. This isn't about outsourcing one's job or hiding side hustles. Rather, a portfolio approach is about seeing talent and career development with a fresh lens. Whether you're running a Fortune 100 company, series A (or E) startup, venture capital fund, accelerator, association, think tank, or government, it's a key tool for talent acquisition, retention, and thriving organizational cultures. It's how to identify and nurture all of the skills on a team. Moreover, a career portfolio is essential for success in a world in which skills are

evolving and changing fast. Creating your career portfolio is also one of the 8 Flux Superpowers in April's bestselling book Flux.

Note: This talk is a perfect fit for "career weeks," team L&D, HR gatherings, and Future of Work summits.

Leadership Keynote / Finding Certainty in an Uncertain World

Just because the future looks really chaotic doesn't mean your approach to it has to be. For leaders everywhere, success hinges not only on understanding the macro forces that will affect your business and team, but even more so on how you see these forces: Your mindset towards change and uncertainty and your tolerance of the unknown. Imagine the time, effort, or resources you could've saved if you'd seen the full implications of smartphones back in 2006, hybrid work back in 2015, the covid pandemic before it hit, or generative AI today? Today, you can develop this vision – these superpowers and savviness – moving forward. Not only can you: Given the relentless pace of change, it's safe to say you ought to!

April Rinne's gift is to see key shifts early amid chaos and disruption, and to help leaders and teams navigate the unknown in ways that catalyze inner peace, growth, and future-fit perspective. As the world's leading Humanist Futurist, April speaks with both head and heart. Drawing on nearly 30 years of experience in 100+ countries as well as insights from her bestselling book Flux: 8 Superpowers for Thriving in Constant Change, she's your #1 guide to today's uncertain world. She helps you see what you've been missing, overcome your stumbling blocks, and boost your capacity to harness uncertainty to your advantage. With your team and for your organization, you'll learn how to stop fighting uncertainty, transform not-knowing into wisdom, and be the flux – ready and excited for whatever changes are ahead.

Key Takeaways

- Learn how to open a Flux Mindset, cultivate the 8 Flux Superpowers, and boost your "fluxiness"
- Understand the surprising (and often unspoken) ways many leaders get uncertainty and the future wrong – and how to get them right
- Apply insights and fresh perspectives for navigating change from different global

cultures
- Get future-ready tools for you and your team to truly be in control

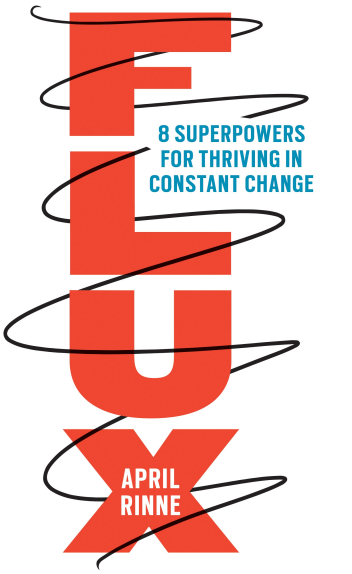
What the World Can Learn about Happiness from the World's Happiest Country

How might we learn from Finland about happiness, a skill they seem to possess in abundance? April's Finnish roots put her in a unique position to share wisdom from the land of sisu — inner strength — and satisfaction.

For the past six years running, Finland has been ranked the happiest country in the world. In this talk, April guides you through Finland's culture and pillars of happiness, drawing on her personal Finnish heritage, global perspective, and unique experiences as a Finnish happiness coach and advising the Finnish government. Prepare to be surprised, refreshed, inspired to visit Finland — and grow happier!

PUBLICACIONES

Libros



FLUX

Artículos

Change Management Requires a Change Mindset

CONDICIONES

- **Travels from:** Portland - Oregon, USA
- **Fee Range:** Please Inquire