

Maria Paviour

REGISTERED OCCUPATIONAL PSYCHOLOGIST
NEUROSCIENTIST · CEO · SPEAKER · CONSULTANT

Founding Member, Policy Liaison Group on Workplace Wellbeing
Member, All Party Parliamentary Group on the Future of Work

An occupational psychologist, workplace transformation consultant, bestselling author and founding board member of the Policy Liaison Group on Workplace Wellbeing, Maria has spent more than 30 years exploring a question that matters deeply to her: how can we make the workplace both joyful and triumphant for everyone? She is known for seeing patterns that others miss, challenging accepted ways of thinking, and turning complex science into clear, useful approaches that improve both human experience and organisational performance. Maria is a compelling, thought-provoking and highly engaging speaker who brings together occupational psychology, neuroscience, workplace culture. Her talks are frequently described as “mind-blowing”, as well as being lively, interactive and full of humour.



CONTACT

✉ mjp@mariapaviour.com

☎ +44(0)1273 714898

🌐 www.mariapaviour.com

🌐 [mariapaviour/](https://www.linkedin.com/company/mariapaviour/)

AWARDS

Information Society Initiative | DTI
Double Award Winner | Women in IT
Awards Finalist 2021 | Southern
Enterprise Awards 2020 | Corporate
Livewire Innovation and Excellence
Awards 2021 | Sussex Business
Awards Finalist 2021

AS SEEN IN AND ON

BBC News | HuffPost Life | The Times
The Daily Telegraph | Financial Times
The Argus | People Management
Platinum Business Magazine | BBC
Radio Sussex | Engage for Success Radio
| Uckfield FM

CLIENTS

Baker McKenzie LLP, Arcadis Global |
Sky | Coop Group | DAC Beachcroft |
Pension Protection Fund | People's
Partnership | HM Land Registry | Fife
Council

TESTIMONIAL

"...Hugely empowering and felt intuitively right. An enlightening experience which has given me such belief and energised me to want to achieve."

MHP - MULTINATIONAL LAW FIRM

BOOKS

The Cultural Imperative (due 2026)
The Vampire Default (2024)
28 Steps to Save Your Job (2015)
Brainy Neuroscience for Engaged
People (2015)
Changing Vampires into Angels (2002)

AREAS OF EXPERTISE

- Workplace wellness, performance, and engagement
- Human Capital Intelligence (finance grade people data)
- The neuroscience of Relationships, and high performing leadership
- Making HR and L&D high functioning
- Building successful and safe cultures, with high wellbeing and engagement
- Humane tech: making people tech safe and successful, including AI

TRAINING TOPICS + KEYNOTES INCLUDE

- Making Work Joyful and Triumphant: What neuroscience tells us about creating workplaces where people can flourish, contribute and succeed together.
- The Upside Down People System: Why workplace wellbeing is still failing — and how organisations can move from reactive interventions to prevention, stronger management and healthier cultures.
- Your Brain at Work: How understanding neuroscience changes the way we lead, communicate, build relationships and perform under pressure.
- The Cultural Imperative: Why the priorities, measures and everyday choices made by leaders shape workplace culture — and why engagement must come before wellbeing.
- Human Capital Intelligence: The decision-grade people data missing from the boardroom: understanding the human factors driving culture, risk and performance.
- The Neuroscience of Healthy Relationships: How threat, belonging and connection affect behaviour at work — and how to create safer, fairer and more successful cultures.
- Building Sustainable Workforces: How to create meaningful and challenging workplaces where people can flourish, while improving organisational resilience and performance.
- The Neuroscience of Leadership: How leaders influence the emotional climate of an organisation — and how small changes can improve clarity, confidence, decision-making and team capability.
- The Vampire Default: Why we are sometimes seem to be at war with ourselves in our relationships

AVAILABLE TO COMMENT ON

- Why young people want to work but are becoming detached from the workplace.
- What happens behind the brave face at work.
- Why people should not have to become unwell before their workplace notices.
- Why joy, belonging and connection are serious performance issues.
- How poor workplace cultures affect the brain.

