Dr Rachel Morris

Keynote speaker, Executive coach, Former NHS GP, and Host of the You Are Not a Frog podcast

1M+ downloads · Apple Top 100 UK Business Chart



Rachel helps leaders and their teams escape **the Responsibility Trap** - so they can protect their time, carry less, achieve more - and stop losing their best people to burnout.



THE BIG IDEA

Why Book Rachel

Your best people aren't burning out because they're weak, or because they don't know how to look after themselves. They're burning out because they've been conditioned to carry responsibility for everyone and everything - and no one's shown them how to put it down.

Most wellbeing and resilience programmes don't touch this. For high performers in high-stakes roles, many self-care strategies add more onto their already full to-do lists – they know what they need to do but don't have the time to do it. Wellbeing is an outcome of having enough time and capacity, not an intervention.

Rachel identifies the patterns of people pleasing and perfectionism driving the overwork and shows how high achievers can stop amplifying their own overwhelm, protect their time, and lighten the load - without waiting for the system, the workload, or anything else to change first. The result isn't just less of the workforce off sick with stress or burnout. It's people who do fewer things but better, with more impact – who are in it for the long haul.

Rachel’s keynote was outstanding. She was engaging, authentic and energetic, combining real authority with warmth, humour and a genuine passion for helping people understand wellbeing, burnout and thriving at work. She communicated important and complex themes in a way that felt practical, human and memorable.

For many attendees, Rachel was the highlight and standout moment of the conference. One attendee commented that “Rachel Morris was a fantastic speaker and really engaged my attention”, which reflected the wider feedback we received. In our formal evaluation, over 98% of attendees rated the keynote as very well or extremely well presented, and 97% were satisfied or very satisfied with the session.

Dr Richard Duggins
Author of 'Burnout Free Working’, Consultant Psychiatrist and Associate Medical Director

WHAT AUDIENCES LEAVE WITH

- A completely different understanding of what's actually driving their overwhelm
- Permission and language to care deeply without carrying everything
- Practical tools they can use on Monday morning – to protect their time, delegate without guilt, have the conversations they've been avoiding and hold their boundaries under pressure
- The confidence that they can change things now, without waiting for the system to fix itself

SIGNATURE KEYNOTE

How to Ditch the Superhero and Be More Superhuman

Why do the most capable, committed people burn out, while the traditional advice meant to help barely touches it?

Rachel reframes burnout in high achievers entirely: not weakness, not a skills gap, but the result of the Responsibility Trap. Drawing on 20 years working as a GP on the frontline in the NHS, and her own story of building a resilience business and still falling into the trap, she shows why the usual wellbeing advice fails high performers, how to spot the hidden patterns that amplify overwhelm, and how to care deeply without carrying it all - so people can protect their time and perform better, not just cope better.

FURTHER TALKS



Everyone Needs a Hero? How to Lead Without Rescuing — moving leaders from rescuer to coach: supporting people without absorbing their responsibility, giving honest feedback without guilt, building teams that take ownership.



How to Beat Burnout in Challenging Times — staying in your performance zone when you're asked to do more with less: protecting time, managing energy, and leading sustainably through change and sustained pressure.



How to Say No, Set Boundaries and Deal with Pushback — a practical, tool-rich session on saying a clear no without damaging relationships, holding boundaries that usually crumble, and handling the pushback that means they're working.

Formats: keynote (45–60 min), interactive workshop, half- or full-day training, panel chairing, and live podcast recordings at events.



“Before, my workload was overwhelming — I was close to walking away. Now I’ve saved a full day a week through better delegation and mentoring, work more efficiently, and genuinely love my job again.”
Senior Healthcare Leader

“Enabled greater stability and consistent performance during a period of major organisational change.”
Matthew Walker, Publishing Director, International Education, Cambridge University Press & Assessment

“Rachel is a lively and engaging speaker — funny, relatable and deeply thought-provoking… She kept the audience captivated throughout and left people feeling inspired to make meaningful changes.”
Dr Caroline Bailey, GP & Study Day Organiser

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Audiences from intimate leadership groups to several hundred professionals.

ABOUT RACHEL

Dr Rachel Morris is a former NHS GP who now helps leaders and professionals in high-stakes, high-pressure roles beat burnout and perform sustainably. She is the host of the You Are Not a Frog podcast (1M+ downloads, Apple Top 100 UK Business Chart) and creator of the Shapes Toolkit® resilience training programme.

For over a decade, Rachel was on the faculty of the University of Cambridge School of Clinical Medicine, where she was Assistant Director of GP Studies and set up and led the Doctor as Professional course. She co-authored and presented Red Whale's national Lead, Manage, Thrive! leadership course, delivered to thousands of GPs and practice managers.

Over the past ten years, and through hundreds of deep-dive podcast conversations, she has helped thousands of doctors and senior leaders protect their time, care deeply, carry less and escape the Responsibility Trap. The tools she uses, proven where the cost of getting a boundary wrong is as high as it gets, translate to any organisation where the work genuinely matters.



Rachel has a fantastic ability to connect with her audience, balancing excellent content with an engaging delivery style that keeps participants involved throughout. Our delegates consistently give outstanding feedback following her sessions.

If you are looking for a speaker who can engage an audience while delivering meaningful, high-quality leadership content, Rachel is superb.

Ben Falk
Director Of Operations at Guy's and St Thomas' NHS Foundation Trust

BOOK RACHEL



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