



TRAINING & SPEAKING

ONE TRANSITION, TWO PERSPECTIVES

The Joanne & Marie Story



In February 2019, Channel 4 broadcasted a documentary series entitled "The Making of Me" featuring, amongst others, Joanne Lockwood who was transitioning from male to female, together with her wife, Marie. The documentary was filmed over a three-year period and revealed the physical transformations of those who took part who were changing their gender, and how they and their families came to terms with it.

Joanne personal story and the effect on Marie, together with those around her featured, as did her incredible hair transformation, which made such an impact it was the headline feature in Channel 4's "Gogglebox" (22/02/19) with viewers praising her new appearance.

Joanne and Marie will recount their experiences of this time, sharing their different perspective of this transitional period. They will also reflect as contributors to the documentary and their Gogglebox appearance, which will allow the audience to become better understand some of the impact that this change had on their relationship and their family.

During this fireside chat, Joanne and Marie will give a heartfelt and authentic accounts, with anecdotes from their lives, about what sparked them and the challenges both of them faced.

Joanne has since been through 2 hair transplants and spoken on stage to audiences round the globe. Marie has now joined Joanne in the business, and they are working together for a shared future.

Their motivational and emotional story of self-belief and empowerment is relevant to business leaders the world over.

Joanne and Marie will also be able to:

- Explain how people can make her feel included by the language they use
- Talk about the power of having allies in society and the workplace
- Highlight how they overcame the negative thoughts holding them back



Joanne Lockwood

INCLUSION & BELONGING SPECIALIST

Speaker • Consultant • Facilitator • Mentor



ABOUT

Joanne Lockwood

Joanne Lockwood is the Founder and CEO of SEE Change Happen and describes herself as an Inclusion and Belonging specialist that works with organisations throughout the UK, Europe and Elsewhere to bring culture change that allows people to thrive and perform at their best from pre-hire to retire.

Joanne is passionate about helping organisations to develop policy and best practise to be more inclusive for all people. By challenging biases, she helps them to develop a vision and strategy for conscious inclusion, with the aim of bringing about positive candidate, employee, and customer experiences. She delivers workshops, seminars, and training programmes both on-line and in-person.

Additionally, she promotes transgender awareness and support to businesses and assists them in developing allies' programmes and LGBTQ+ inclusion strategies.

She is a Fellow of the Professional Speaking Association, Member of the Institute of Equality and Diversity Professionals, consultant, and facilitator who focuses on "people people" be that in Talent Acquisition, Human Resources, or Learning & Develop to bring sustainable change by establishing a "why of D&I" for both the Organisation and the leadership teams to ensure it is promoted throughout to all colleagues.

As well as being a sought-after keynote conference speaker Joanne is also a prolific blogger and podcaster who hosts "Inclusion Bites" and is a regular columnist in a UK based National Newspaper where she shares her views on Inclusion and Belonging and creating environments where people can thrive.

She was a contributor and featured in a Channel 4 (UK) documentary called "The Making of Me", broadcast in February 2019 which featured on an episode of Gogglebox. This documentary was filmed over a 3-year period and detailed her own personal gender transition and its impact on those around her.

Recently, Joanne was named as one of the "Power List of the Top 200 Biggest Voices in Leadership in 2022" by leadersHum.com, also one of the "Top 15 must-follow diversity & inclusion thought leaders to watch out for in 2021" by PeopleHum.com and one of the "125 People to Follow on LinkedIn About Diversity and Inclusion" by DiverselIn.com

Her mantra is "Smile | Engage | Educate" and that we should treat people as they wish to be treated.

Marie Manley

TRANS ALLY AND PARTNER
Speaker • Customer Operations Specialist

ABOUT

Marie Manley

Marie is a firm believer that Equality, Diversity, and Inclusion should be actively evident in every organisation. Joining SEE Change Happen in March 2022 was a positive turning point in her career.

Marie is committed to helping organisations support employees, customers, and stakeholders equally and with dignity, whoever they are and whatever their ethnicity, abilities, or gender. As a business SEE Change Happen specialises in providing advice to business owners and leaders as well as their employees through training courses, seminars, events, and other services.

Marie's role is to work with customers, talking to them about their needs and ensuring a positive experience. Marie is now an advocate for how becoming transgender can affect families and friends. Between 2016-19, she contributed to the RDF documentary for Channel 4: 'Making of Me'.

Her current goal, is to publish a her book with reflections of her life during this often traumatic time, with an aim to help families navigate the journey with their eyes wide open, understanding the challenges, and help them to face it all with positivity for the future happiness of all.





After attending this talk, you should leave with an understanding of the world through Joanne and Marie's lens, develop tools and strategies to support friends, family and colleagues who may be going through their own struggle and journey and - most importantly - be entertained, inspired, and enlightened.

Following the fireside chat, Joanne and Marie will be around for an open Q&A where you can challenge them with your thoughts or maybe even ask them for some ideas on how you can tackle your own challenges.

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Joanne and Marie shared their life experiences with our organisation, through a fireside chat. They were both honest and very open, which made participants feel safe and able to ask questions. The session was engaging, with candid humour, talking through a very personal experience which was emotional, educational, and informative. My colleagues left the session with a better understanding of how it can be to transition and also how to support friends, family and colleagues who may be transitioning or want to discuss gender identities. I would definitely love to work with Joanne and Marie again!

”

Wayne Page, Head of Inclusion and Diversity at Brit Insurance

What people have said about the session...

“

It was such a pleasure working with Marie on a webinar for our company. Marie was very thoughtful in sharing her personal journey and giving our teams useful insight into how to be a true ally. I hope we'll have the chance to work together in the future.

”

Brittany F. Boykin, In-House Counsel - Head of Claims & Underwriting at Brit Insurance

“

Joanne and Marie gave a wonderful and heartfelt speaker session at ManyPets last week - to continue our Pride celebrations and shine a light on transgender issues across our global business. Both Joanne and Marie were succinct, open and inspirational and it was fascinating to hear of her journey from both sides of their relationship. I'd have absolutely no hesitation in recommending them to anyone in my network who is looking to raise awareness and understand more about how we can all be allies to people in the trans community. Thank you again for your time!

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Jennifer Gabrielle-Chapman, Talent Acquisition at ManyPets

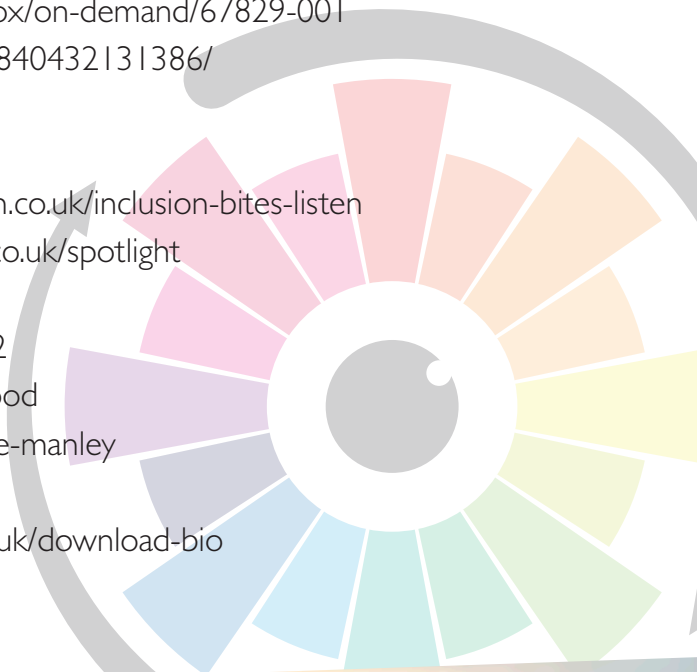


SEE Change Happen is an Inclusion and Belonging consultancy, that specialises in working to ensure that organisations are culturally aware and sensitive to the needs of individuals.

We offer best-practice consultancy including developing workplace policies, inclusion and ally strategies, and support and mentoring; professional keynote speaking for conferences or events; and workshops and training for crucial learning and development.

Let's keep the conversation going...

- ▶ **Read the WorkSmartPA News Article:**
<https://www.worksmartpa.com/worksmart-pa-news/one-transition-two-perspectives>
- ▶ **Watch the clip from “The Making of Me” on Gogglebox via Channel 4 or Facebook:**
<https://www.channel4.com/programmes/gogglebox/on-demand/67829-001>
<https://www.facebook.com/Channel4/videos/583840432131386/>
- ▶ **Website:** <https://seechangehappen.co.uk>
Inclusion Bites Podcast: <https://seechangehappen.co.uk/inclusion-bites-listen>
Spotlight Newsletter: <https://seechangehappen.co.uk/spotlight>
- ▶ **Twitter:** @jo_lockwood1965 & @mariemanley12
LinkedIn: Joanne: <https://linkedin.com/in/jolockwood>
LinkedIn: Marie: <https://linkedin.com/in/marie-jane-manley>
- ▶ **Headshots and Bio:** <https://seechangehappen.co.uk/download-bio>



As seen on...

GOGGLEBOX



— PROMOTING —

Positive People Experiences



You can email us...
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