



NJSANE COURTNEY

njsanecourtney.com

MBA · SHRM-SCP · FCIPD
CERTIFIED EXECUTIVE COACH
SHRM EXECUTIVE NETWORK MEMBER
BOARD MEMBER
MARQUIS WHO'S WHO IN AMERICA
HR M&A CERTIFIED · IMAA
PANEL MODERATOR · SHRM NATIONALS 2026
CREATOR & HOST · MY FRIEND IN HR

REACH & IMPACT

20+

Years Global HR
Experience

13K+

LinkedIn Followers

8K+

YouTube Subscribers

20+

Countries Streaming
Monthly

SPEAKING ENGAGEMENTS

- SHRM Nationals 2026, Panel Moderator (Orlando)
- Gulf Coast Symposium, Keynote, Houston (Aug 6, Upcoming)
- SHRM Talent 2026, Opening Keynote Panel (Dallas)
- Spinnaker Maritime People Conf, London, UK (Repeat, Intl)
- Texas SHRM State Conference (Repeat)
- HR Houston Annual Summit (Repeat)
- Hacking HR, Multiple Global Events

FIND ME ONLINE

LinkedIn · Apple Podcasts · Spotify
YouTube · Instagram · X

BOOK NJSANE

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SPEAKER · HR STRATEGIST · EXECUTIVE COACH

RESULTS. PEOPLE. PURPOSE.

The straight shooter in a world of corporate speak. Business excellence and human-centered leadership are not mutually exclusive: take care of your people, and your people will take care of your clients, KPIs and your results.

ABOUT

Njsane Courtney is a Vice President of Human Resources with 20+ years of global experience spanning North America, South America, Europe, the Middle East, Africa, and Asia. A U.S. Army veteran and Certified Executive Coach, Njsane has spent his career equally at home in the boardroom and on the front line, serving as a trusted C-Suite advisor who drives measurable business results through human capital strategy, while never losing sight of where the real work happens: with the employee.

As Creator and Host of My Friend in HR, a globally distributed podcast, YouTube channel, and LinkedIn Live series, Njsane brings hard-hitting insight, storytelling, and a direct conversational style that leaves audiences with clarity, not just inspiration. He most recently moderated the workforce strategy panel at SHRM Nationals 2026 in Orlando.

SIGNATURE TALKS

01

Courageous Leadership

Courageous leadership isn't about being fearless. It's about showing up for your people even when it's uncomfortable. Njsane challenges audiences to lead with clarity and conviction through complexity, pressure, and change, without abandoning the people counting on them.

02

Old HR Won't Survive

The old HR playbook (policy enforcement, reactive compliance, the department everyone calls a "necessary evil") is on its last breath. Njsane gives audiences a practical framework for evaluating their HR function and rebuilding it to directly drive business results.

03

High Performance, Low Turnover

Njsane takes audiences beyond the buzzwords into the real mechanics of retention. When employees are bought into the vision and leaders execute strategy with their people instead of to them, turnover drops and performance climbs.

04

Career Ownership

Njsane takes driven professionals from waiting to be discovered to deliberately building the career and life they actually want. Clear, visible paths forward don't just grow people personally, they exponentially increase business results.

05

WENTE (With Employees, Not To Employees)

A framework for responsible AI integration: adoption that strengthens the business instead of creating chaos. Njsane shows audiences how to treat employees as the organization's greatest asset, turning them into champions of the technology.

SPEAKING STYLE

STRAIGHTFORWARD

HARD-HITTING

STORYTELLER

CONVERSATIONALIST

STRATEGIC HUMOR

FORMATS & AVAILABILITY

KEYNOTES

CONFERENCE PANELS

CORPORATE WORKSHOPS

IN-PERSON

VIRTUAL

