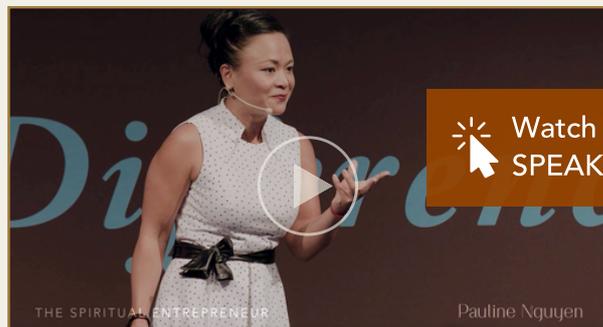


# Pauline Nguyen

THE SPIRITUAL ENTREPRENEUR

A MUST SEE BUSINESS KEYNOTE SPEAKER  
WHO INSPIRES TRANSFORMATIONAL CHANGE

"PAULINE IS NOT JUST A SPEAKER - SHE'S AN EXPERIENCE!"  
- Adobe Global



Watch my  
SPEAKER SHOWREEL



"People don't have business problems; they have personal problems that reflect in their business. If we can learn the tools of self-mastery, we can better practice the art of influence with others."

- Pauline Nguyen

## SPEAKER BIO

As a leading international motivational and inspirational speaker, Pauline has the skills to connect with her audience in a profound way.

Renowned for her ability to weave **personal stories, deep wisdom, and profound insights**, Pauline delivers keynote presentations that not only captivate but also **ignite change**.

As a **thought leader**, entrepreneur, and bestselling author, she brings a unique blend of business acumen, spiritual wisdom, and practical strategies that resonate deeply with diverse audiences. **She helps awaken and focus people to the new paradigm of Conscious Leadership – changing their own story for a better future.**

Pauline Nguyen is a best-selling author and award-winning businesswoman - and her achievements are all the more impressive for her having escaped Vietnam on a boat and survived a Thai refugee camp. She has overcome these adverse beginnings to transform her approach to success by re-engineering her beliefs, questioning the status quo and hacking cultural norms to become one of Australia's most successful entrepreneurs.

As the owner of Red Lantern the most awarded Vietnamese restaurant in the world, in 2012 Pauline won the Australian Telstra Business Award for Medium Business. However, that is only the tip of the iceberg when it comes to Pauline's achievements; her memoir, *Secrets of the Red Lantern*, has been critically acclaimed around the world and appeared in numerous bestseller lists. She holds a BA in Communications from the University of Technology, Sydney, and in 2008 won Newcomer Writer of the Year at the Australian Book Industry Awards.

Pauline's latest book *The Way of the Spiritual Entrepreneur – The 7 Secrets to Becoming Fearless, Stress Free and Unshakable in Business and in Life* also won Best Entrepreneurship and Small Business Book Award in the year of its release. The potency of this book continues to change the lives of many.

Pauline has achieved outstanding success as an entrepreneur, author, businesswoman and acclaimed speaker with the unique ability to connect with her audience in a profound way, empowering them to change their story for a better future.

Pauline is an original 'Rare Bird' - one of Australia's top 50 influential female entrepreneurs - and is included in Blackwell and Hobday's global recognition of 200 Women Who Will Change the Way You See the World.

## MY TOPICS...



### LESSONS FROM THE RED LANTERN –

#### What 25 years of Flavour, Hospitality and Heart taught me about Customer Loyalty, Team Devotion, Enduring Legacy and Evolving Leadership.

In her powerful new keynote, Pauline Nguyen draws on the real, raw journey of Red Lantern: from building the most awarded Vietnamese restaurant in the world, to making the courageous decision to close at the very peak.

Having survived a multitude of economic downturns and industry challenges over a quarter of a century in what is a highly fickle, saturated and competitive industry, Pauline has direct experience of what it takes to still come out on top.

Through candid stories of her team, her challenges, and her own transformation, Pauline explores what it means to lead with calm courage, to face uncomfortable transitions, and to harness both success and endings as fuel for personal and professional evolution. This is a keynote for anyone navigating change, striving for excellence, or seeking the wisdom to know when to begin anew.

This mesmerising, insightful and thought-provoking keynote draws on the latest discoveries in neuroscience and behavioural psychology to explore these core themes:

#### **Human First, always Human First**

Humans Want Humans. Customers want business owners who genuinely care about them. Employees stay loyal to employers who put their humanity first.

Hear how Red Lantern has consistently maintained a staff turnover rate of 11% — which is unheard of in most industries let alone hospitality.

Today's leaders must walk the walk to navigate different scenarios, yet people still look for the same core qualities, integrity, consistency, courage and care.

Technology, data, A.I and media have transformed the context leaders operate in, but the fundamentals of leadership must remain the same. In a world of machines, the evolved leader must show up as a Human First, always Human First.

#### **Upgrade Your Operating System**

To sustain these disciplines and weather the storms, leaders and their teams must continually upgrade their own personal operating system - mindset, heartset, healthset and soulset. All areas must be encompassed, no area can be ignored.

This means becoming more self aware, build more emotional capacity, be open to feedback, and Self Leadership – the willingness to change how you think and how you behave as circumstances continue to evolve.

#### **Deep Performance**

Not 'High Performance' but 'Deep Performance.'

Deep Performance is about consistently taking ownership of doing the basics well under pressure with pride, in a system where many interdependent roles must execute together as one.

This is the Power of Many – Everyone understands that their role (however modest it may seem) genuinely moves the needle. Leadership is shared: together as one with ownership and with pride.

#### **Radical Transparency Strengthens All Relationships**

Deep performing teams combine high standards with high psychological safety. Ambition is non-negotiable and so is the expectation that people will speak candidly about problems, errors and uncertainties. This means openly sharing problems, collaborating across boundaries, and accepting decisions that deliberately builds and protect a team culture that is always for the greater good.

#### **Continually Correct Course**

Team meetings are built around the key strategic actions agreed in discipline...

What's working? What's not? What needs to change? This requires candour, challenge and psychological safety – an environment where leaders and team can surface problems, confront reality and make hard choices without fear.

#### **Grow Leaders Everywhere**

The people closest to the action already hold most of the answers. The inside of the machine is shaped by 4 elements – Commitment, Belonging, Freedom and Self Leadership.

Leadership is a behaviour not a job title. This discipline recognises that leadership cannot be confined to the org chart. Leaders at every level are people who can spot a problem or an opportunity, see that something isn't as good as it could be and then mobilize others to improve it.

Let Pauline inspire your audience to expand their capacity, achieve deep performance under pressure, and write their own chapters with courage and purpose - cultivating a legacy that outlives the business itself.

Pauline Nguyen

THE SPIRITUAL ENTREPRENEUR

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## MY TOPICS...



### THE WARCHEST OF A MODERN LEADER – How to be a smarter, faster, happier and more grounded human in the era of total disruption

For the life of a modern entrepreneur, business leader or corporate executive, the highly competitive business environment is a battlefield. And as a resolute, strong and prepared as you are as a warrior, without an adequate war chest, you don't stand a chance against your competition.

Pauline explains the necessity in our day and age to utilise The War Chest of a Modern Leader in entrepreneurial battle. The War Chest of a Modern Leader is full of powerfully practical and sustainable ways we can not only improve as leaders, but also win the entrepreneurial battle against our adversaries.



### EVOLVING LEADERSHIP – Leading the New Paradigm of Work

A broad and dynamic keynote, in this powerful experience Pauline explains four of the most pivotal components in becoming a successful leader. This isn't your regular business coaching speech – dive into deep, controversial and complex topics, distilled eloquently for execution today.

Pauline explains the importance of Self-Leadership and Self-Mastery. Drawing on learnings from running the world's most awarded Vietnamese restaurant, Red Lantern, she imparts why true leaders hold others accountable whilst being 'compassionately assertive'. That those who want to be part of the new future of leaders must walk the walk, not just talk the talk.

Pauline explains the ways your business can pivot and adapt to business disruption, starting with the most important foundation in your business – you.

As a working CEO herself, Pauline has been right there in the trenches for two decades. Since 2020, she has pivoted multiple businesses to not only survive a multitude of economic downturns, but to thrive. As Pauline says, "Business development cannot happen unless business disruption happens first".

From her experience coming to Australia as a refugee and eventually garnering accolades including being one of Australia's Top 50 Influential Female Entrepreneurs, and worldwide recognition as one of 200 Women Who Will Change the Way You View the World, Pauline explains why the greatest leaders of our time lead with diversity and inclusion not as just social responsibilities, but as powerful weapons for business.

Find out why The Huffington Post described Pauline as "the most grounded spiritual entrepreneur on the planet".



### THE WAY OF THE SPIRITUAL ENTREPRENEUR – The 7 Secrets to Becoming Fearless, Stress Free and Unshakable in Business and in Life

It's time to disrupt the disruption. For the life of the modern conscious leader, the highly competitive business environment can be a battlefield. Having worked with, coached and facilitated entrepreneurs, startups, small businesses, corporate executives and leaders from all walks of life, Pauline has seen many incredibly gifted, driven, passionate and purposeful leaders fraying at the edges diseased and dis-eased. Sure, they may boast that they have a lot of money in the bank but they are spiritually bankrupt and are struggling to find joy, purpose, satisfaction, happiness and harmony. At an organizational level they are burned out, stressed out and frazzled. In this riveting keynote, Pauline speaks to The Way of Spiritual Entrepreneur and why 'The Way' ultimately presents a radically new and meaningful paradigm that enhances and enriches everyone who embraces it. Especially if the goal is to build and sustain vibrant, creative and profitable organizations with engaged, energised, inspired and productive teams over the long run.

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# WHAT THEY SAY...

"Pauline's captivating presence was felt throughout the event. From the moment she took the stage, she commanded the room with her energy, wisdom, and authenticity.

Pauline was not only engaging but also highly adaptable, ensuring she was aligned with our event's needs both leading up to the day and on the day itself. Her flexibility and eagerness to accommodate our requests made her a true pleasure to work with.

Her personal story was incredibly moving, and the impact was evident—many attendees, whether familiar with her book or having heard her speak before, shared how truly beneficial her advice has been. There were attendees who mentioned that they have already applied her insights in their own lives and seen positive changes. Pauline's words were not just inspiring but actionable, leaving a lasting impression.

Beyond her speaking abilities, Pauline's warm and approachable nature shone through. She took the time to engage with guests after the official proceedings, making everyone feel valued and heard.

What sets Pauline apart is her genuine humility. She delivers her powerful message without any sense of self-importance, which made working with her a refreshing and enjoyable experience. We are so grateful to have had her as part of our event."

Events Assistant, Local Government NSW

"Pauline was electric. She controlled the room. I was captivated from the very start."

Sales Manager, Microsoft

"Pauline was beyond incredible. Not one person dropped offline during her keynote - the entire audience was riveted by her story - We definitely hit the jackpot with Pauline! Today on LinkedIn people are still posting about her presentation."

Executive Director, Diversity Alliance for Science

"Pauline combines an honesty and vulnerability with a confidence that is engaging to listen to. The audience was captivated. Without a doubt one of the best speakers I've had the pleasure to listen to."

Director, Senior Marketing & Business Leader, OPTUS

"Every so often, there is a speaker who graces a stage and creates a seismic shift in the energy of the room. Pauline Nguyen knows how to transfer her knowledge and experience in a way that creates inspired and insightful opportunities for change and growth."

Co-Chair, 2022 Engage IASB

"Pauline Nguyen is an energising breath of fresh air. She took us on a journey, made us laugh, cry and inspired us to improve ourselves. Pauline connected with us, touched us all and left us changed forever."

Women in Digital Programs Lead, DELL

"Pauline captured the attention and hearts of everybody in the room as she told her story of her life - one of the best professional speakers I have seen."

Capability Project Manager, Westpac

"People that have been to many conferences commented, 'BEST SPEAKER I'VE EVER HEARD.' There was a lot more to this than I could have ever expected. Great speaker, great person, great experience."

CEO, Airport Retail Enterprises

"Pauline's keynote was captivating. I could not look away in feat of missing out on important life-changing details. Pauline is one of the most inspirational people I have been lucky to meet."

Operations Manager, ORORA



Read dozens more testimonials here.



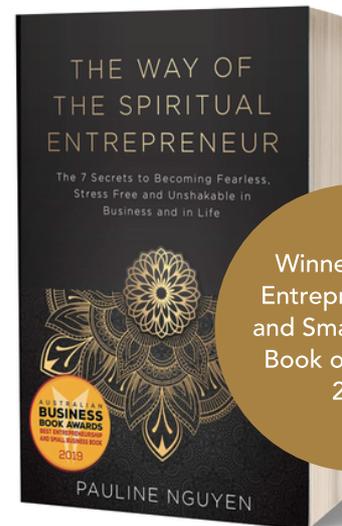
# MY AWARD WINNING BOOKS

## The Way of the Spiritual Entrepreneur - The 7 Secrets to Becoming Fearless, Stress Free and Unshakable in Business and In Life

The Way of the Spiritual Entrepreneur helps socially conscious entrepreneurs be fearless, stress free, and unshakable by teaching overlooked and forgotten developments in cognitive science, quantum physics, and biology that you can use to transform your life and your business today.

She wrote this book after years of encouragement from those who have heard her speak on the international stage or have worked with her, to bring her philosophy and wisdom to a larger audience. Her blend of mystic Eastern spirituality and high-performing Western business acumen make her uniquely suited to speak to entrepreneurs about rewiring your biology and rewriting your biography.

As with all her speaking and business endeavours, Pauline speaks from the heart to inspire action. She blends effective exercises, scientific proof, and relatable examples to help you live deliberately, not by default.



Winner of Best  
Entrepreneurship  
and Small Business  
Book of the Year  
2019

## Secrets of the Red Lantern - Stories and Vietnamese Recipes From The Heart

Winner of the 2008 Best Debut Writer, part cookbook, part memoir, Secrets of the Red Lantern is a dazzling look into what binds a family together.

The sumptuous hardcover book details the Nguyens' flee from communist Vietnam, where three-year-old Pauline and her family spent nine days at sea in a tiny, handmade fishing boat. Studded between Pauline's memories and raw, personal reflections are the magnificent recipes that make up the bedrock of the Nguyen family.

Secrets of the Red Lantern details the twists and turns taken by two generations of one family, leading to the opening of Pauline's iconic restaurant, Sydney's Red Lantern - the most awarded Vietnamese restaurant in the world.



Winner of  
Best Debut Writer  
2008

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