



# SERBAN MARE

BURNOUT & RESILIENCE KEYNOTE SPEAKER

**Burn bright. Not out.**

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I help high-pressure teams turn stress into fuel for energy, focus, and results, without it costing their health.

## SIGNATURE KEYNOTE

### From Burned Out to Burning Bright

High performers go quiet first: still delivering on paper, but exhausted, cynical, and running on autopilot. Most fixes treat symptoms. This session names the three warning signs before they become turnover, then delivers the one shift that changes how a team relates to pressure: not something to minimize, but the mechanism that builds resilience when recovery is protected.

#### YOUR TEAM WALKS AWAY ABLE TO:

- Spot the 3 signs of burnout (exhaustion, cynicism, loss of control) early, in themselves and their teams
- Apply the 1 mindset shift that turns pressure into a growth mechanism, not a threat
- Protect energy, restore focus, and set boundaries that hold without sacrificing performance

## ALSO AVAILABLE

**The Resilience ROI** — the executive business case (30-45 min).  
**Your Fire, Your Choice** — a hands-on team workshop (half or full day).

## ABOUT SERBAN

Serban came to the U.S. from Romania twenty years ago and chased the success that looked good from the outside. He hit all of it and felt empty. He had quietly burned out, still delivering, running on autopilot.

He rebuilt, and turned it into a science-backed method for sustainable performance. Today he is a Principal Program Manager in the semiconductor industry and a keynote speaker who teaches the same approach he uses to ship high-stakes programs without burning out.

*"A rare gem: a burnout presentation built on solid research rather than feel-good platitudes. Hard data plus immediately actionable tools."*

PMI Global Event Speaker Team

## CREDIBILITY

- 20+ years in semiconductor program management, still in the role
- PMP certified
- Keynoted PMI Global Summits and SHRM conferences
- Engineering mind, human heart

**66%**

of professionals face moderate to severe burnout

**\$5M**

lost per 1,000 employees a year (AJPM, 2025)

**6-9 mo**

of salary to replace one employee (SHRM)