

EMMA CHURCHMAN

Lead with Clarity in Volatile Times



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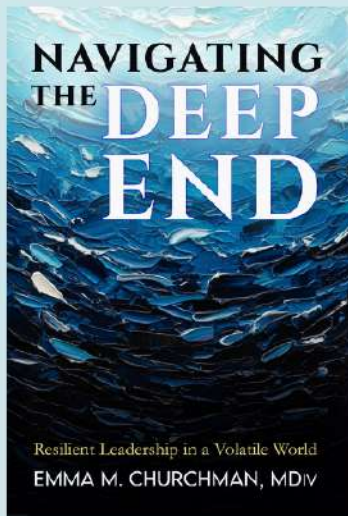
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Emma M. Churchman, MDiv is a nationally certified **trauma chaplain, executive mentor, leadership consultant**, and PhD candidate in Conscious Business Ethics. She helps leaders and frontline response teams to transform trauma into resilient performance—before, during, and after crisis.

With 25+ years in crisis + disaster response and trauma recovery, Emma has supported 50,000+ individuals and hundreds of organizations, working with executives, leaders, and high-stakes environments where clarity and steadiness matter. Her approach turns crisis into a repeatable leadership practice: return to presence, name what's true, choose the next right step, and communicate with integrity.

Emma is the author of ***Navigating the Deep End: Resilient Leadership in a Volatile World*** (GracePoint 2026).

Why Emma's Story Matters

- Her real crisis work, backed by 25+ years in disaster response and trauma recovery.
- She helps leaders navigate moments when information is incomplete, emotions are high, and decisions can't wait.
- Her tools translate nervous-system steadiness into practical team outcomes: clearer communication, less reactivity, & stronger trust.

Interview Highlights and Topics

- **Stop Performing Certainty:** Presence as a leadership strategy when stakes are high
- **The Deep End Reframe:** Four leadership swaps that increase trust under pressure
- **Truth + Care Communication:** How to update teams without panic (what we know / don't know / next / when we'll update)
- **The Next Right Step:** Decision-making when information is incomplete
- **Nervous System Leadership:** Reducing reactivity in high-change environments
- **Collective Wisdom Over Solo Heroics:** Building resilient teams.

Questions Emma Loves to Answer

- What does "performing certainty" look like in leadership—and what does it cost teams?
- How do you communicate what's true when you don't have all the information yet?
- What's the difference between resilience, recovery, and transformation after crisis?
- How do leaders reduce reactivity (in themselves and their teams) in high-change environments?
- What do you do when your team is split between urgency and exhaustion?
- How do you rebuild trust after a volatile season, layoffs, or a high-conflict period?
- What are practical ways to make better decisions in the next 24-72 hours?