

BIOGRAPHY

Meet **Erin Thorp** (she/her), a keynote speaker, author, and leadership coach redefining what it means to lead with both heart and strategy. With over two decades in the high-pressure world of engineering and construction, Erin knows firsthand the challenges of leading in male-dominated industries where emotions are often sidelined. Branded “too emotional” early in her career, she transformed that critique into a catalyst, demonstrating that empathy is not a weakness but a powerful leadership asset.

As the founder of ELF Solutions Inc., Erin empowers technical experts and people-first leaders to navigate difficult conversations, build trust, and foster cohesive teams. Her signature keynote, “The E in The Room,” and interactive “Tactical Empathy” workshop provide actionable strategies to harness empathy as a competitive edge.

In 2017, Erin authored *Inside Out Empathy*, a blend of memoir and leadership guide that challenges the notion that emotions have no place in the workplace. Her 2024 launch of the Tactical Empathy podcast further extends her mission, offering leaders insights into balancing performance with genuine human connection.

Erin’s expertise has been sought by organizations such as ATCO, APEGA, Cenovus, Trans Mountain Pipelines, and the University of Calgary. Her approach combines lived experience with science-backed tools, helping leaders lead authentically and effectively.

Certified through Integral Coaching Canada and Positive Intelligence and holding a Civil Engineering degree from the University of Calgary, Erin brings a unique blend of technical acumen and emotional intelligence to her work. Based in Calgary, she balances her professional endeavors with family life, raising three young adults with her husband.