

# Alison Francis *(Anandi)*

*Internal Stability Expert.  
Sleep is not the problem — it is the  
outcome.*

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SPEAKER BIO  
LONG FORM

THREE SIGNATURE  
TALKS  
SYNOPSIS &  
TAKEAWAYS

THE SLEEP GURU  
SLEEPOLOGY BY  
ANANDI®

# About *Alison*

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*Disrupted sleep, inconsistent energy, and cognitive fatigue are rarely isolated problems. They are downstream signals of a destabilised internal system.*

Alison Francis, known professionally as Anandi, is an Internal Stability Expert with thirty years of experience in nervous system regulation, sleep physiology, breathwork, and applied physiology. She is the creator of Sleepology by Anandi® and the Inner Stability Index, and the author of *Breathe Better*, *Sleep Better* and *Teaching Breathwork*.

Her work begins from a different premise to most. Disrupted sleep, inconsistent energy, and cognitive fatigue are rarely isolated problems. They are downstream signals of a destabilised internal system. The role of her work is to identify what is actually driving that instability and address it at the source — not at the symptom.

She works with senior leaders, executives, and founders who are outwardly capable but internally wired and tired. People whose previous approaches have not produced lasting change, because they have been targeting the wrong layer.

Her approach is calm, contrarian, and grounded in physiology rather than wellness culture. She speaks to audiences who are tired of generic advice and ready for a sharper conversation about why sleep, recovery, and cognitive clarity actually break down in high-performance environments — and what restores them.

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*Alison Francis (Anandi)*

INTERNAL STABILITY EXPERT · SLEEPOLOGY BY ANANDI®

# Trusted By

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CAPTIFY · PERKBOX · ONE & ONLY REETHI RAH  
MINDFUL LIVING · PROJECT ME · SOMNEX · THE SLEEP SHOW

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*Anandi has now delivered three virtual workshops... Employees were impressed with the interactive nature of the workshops and the realisation of how breath and physical nourishment impact a quality night's sleep.*

SOPHIE THEADOM · VP OF PEOPLE, CAPTIFY

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*Anandi spoke at the Perkbox Live webinar on the Principles of Sleep. The audience absolutely loved her. We had more than 1,200 registrations.*

PERKBOX · HR TEAM

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*The teams have improved tremendously on their sleep knowledge... This life-changing information you shared with us will continue to be embraced by the team.*

ANGIE TAI · MANAGER, ONE & ONLY REETHI RAH, MALDIVES

# The Wired and Tired Leader

*Why high performers stop sleeping — and what actually restores them*

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Most sleep advice is written for people who don't sleep well yet. This talk is for the ones who used to sleep, can no longer switch off, and have already tried everything that worked for everyone else.

Drawing on three decades of work with senior leaders and executives, Alison Francis (Anandi) reframes sleep loss in high performers as something that conventional approaches consistently miss: a system problem, not a sleep problem. The mind is active at night because the nervous system never fully exited daytime activation. Sleep tactics fail because they target the wrong layer.

Audiences leave with a precise understanding of the wired-tired pattern, why it persists despite competence and discipline, and the three system-level shifts that change it. The talk is calm, evidence-led, and unflinching about why the standard sleep-hygiene narrative has reached its limit for this audience.

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## KEY TAKEAWAYS

- Why sleep is an outcome, not a skill — and what this changes about how to address it
- The difference between fatigue and dysregulation, and why most high performers confuse the two
- How subtle activation persists through the evening and disrupts sleep architecture without waking awareness
- A framework for restoring internal stability without adding more to an already full system

## IDEAL FOR

Leadership conferences, executive offsites, senior leadership development, professional services firms, and organisations with high-performance cultures.

# The Decision-Making Cost of a Dysregulated Nervous System

*Why judgement, clarity, and conviction degrade before anyone notices*

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Decision quality is rarely framed as a physiological issue. When a leader's judgement starts to slip, the assumption is workload, complexity, or pressure. Almost no one points to the nervous system.

This talk makes the connection clearly. When the internal system is in sustained subtle activation — the state most senior leaders live in — the cost is not just energy or sleep. It is the calibre of thinking under load. Clarity narrows. Risk perception distorts. Conviction becomes harder to access. The leader still functions, often impressively, but is operating on a degraded signal.

Alison Francis (Anandi) translates thirty years of nervous system work into language boards and senior teams already use, and gives leaders a practical framework for protecting decision quality at the system level rather than the productivity level.

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## KEY TAKEAWAYS

- The physiological link between nervous system regulation and the quality of executive judgement
- Why high-stakes decisions made from a dysregulated state look reasonable in the moment and costly in retrospect
- How to recognise the early markers of degraded cognitive clarity in yourself and your senior team
- A system-level framework for protecting decision quality across sustained pressure

## IDEAL FOR

Executive teams, board offsites, finance and legal leadership, founder communities, and sectors where the cost of a single poor decision is significant.

# Sleep Is an Outcome, Not a Skill

*A new framework for recovery in high-performance cultures*

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Most workplace sleep programmes teach hygiene, routines, and habits. They quietly fail, because they treat sleep as something employees *do* rather than something the system *allows*. The behaviours change. The sleep does not.

This talk introduces the Internal Stability framework — a different starting point for organisational sleep and recovery. Rather than asking what people should be doing differently before bed, it asks what state their system is in when they get there. The distinction matters because it explains why intelligent, motivated people implement every sleep recommendation correctly and still don't sleep.

Alison Francis (Anandi), creator of Sleepology by Anandi® and the Inner Stability Index, sets out the operating-system layer that most wellbeing initiatives miss, and shows what actually shifts recovery in high-performance environments.

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## KEY TAKEAWAYS

- Why behavioural sleep interventions hit a ceiling in high-performing populations, and what sits underneath that ceiling
- The distinction between operating-system change and applications-layer change in workplace wellbeing programmes
- Why “eighty percent good nights” — not perfection — is the marker of a stable system
- What HR, L&D, and wellbeing leads can commission instead of another sleep-hygiene workshop

## IDEAL FOR

HR and L&D leaders, organisational wellbeing programmes, employee experience teams, and organisations that have already commissioned sleep content and want to go deeper.

# *Sleepology by Anandi®*

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*“The issue is not what you’re doing.  
It’s the state you’re doing it from.”*

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