Team Engagement Topics

humanworks

SPEAKING ENGAGEMENT TOPICS

KEYNOTE PRESENTATIONS

WORKSHOP EXPERIENCES

EXLCUSIVE EXPERIENCES FOR LEADERS & HR PROFESSIONALS

KEYNOTE PRESENTATIONS

THE ORDINARY: EXTRAORDINARY PEOPLE PRACTICES FROM A TO Z

What is true leadership all about in today's world? Can it be as easy as 1, 2, 3 – A, B, C…? Yes, it can. We have forgotten the ordinary practices that bring out the best in people, so let's restore a human foundation. What can we do to bring work to life for others, so they can bring life to their work? Join Shawn for an interactive experience unlike any other conference presentation - where the participants guide the conversation around their current challenges and areas of interest. Shawn will be ready with 26 paths to success with memorable stories and applications that will bring every letter of the alphabet to life. From authenticity to zeal. With a stop at grace, gratitude and gravitas. And everything in between. Experience people leadership in a whole new way. Learn what these ordinary human concepts mean to you personally so you can bring them out in others at work and in life. *No keynote will be the same – but every presentation will be filled with tangible and tactical actions you can put into practice the next day.*

Learning Objectives:

- Learn, understand and be able to apply new ideas focused on people practices that increase engagement and build stronger relationships at work and in life
- Connect how business leadership is based on foundational people truths that can be acted upon in daily interactions
- Increase confidence as individuals by understanding one's true motivators and unique ways of taking action

MOMENTS THAT MATTER

Immerse yourself in an interactive workshop focused not on grand gestures, but rather the small moments in organizational culture that have long-lasting impact on employee engagement and retention. How can employees from any seat build sustainable practices and habits that lead to cultural belonging, well-being and a renewed sense of mattering for every individual? Shawn will share tools and tactics that will jumpstart your efforts and provide direction for any role that truly cares about elevating the employee experience.

Learning Objectives:

- Everyone Believes: Core value considerations for the individual and organization
- Everyone Connects: Gratitude practices that elevate your business
- Everyone Matters: Ways into the belonging/mattering conversation with tools to start using tomorrow

"FILL-IN-THE-BLANK" CULTURE: HOW TO OVERCOME THE MOST COMMON PITFALL IN MODERN WORKPLACE CULTURE

The benefits of a strong workplace culture have become so universally understood that it seems "improving culture" has become the answer to every workplace challenge. More leaders are using culture to address their challenges, but in doing so, are creating a new and difficult phenomenon. A "fill-in-the-blank" culture happens when an organization's current priorities become the drivers for its cultural identity. If you've ever been told your organization is "building a culture of (you fill in the blank)," you've experienced this. Common examples include "a culture of… inclusion," "…accountability" or "…continuous improvement." When the issues an organization faces dictate how the culture is being defined instead of the culture guiding how the organization will take on the issue, the good intentions of leaders can quickly deteriorate into confusing messages and actions inconsistent with the organization's true culture. Let's explore practical actions you can lead to develop a stronger, more authentic cultural identity.

Learning Objectives:

1. Diagnose the specific challenges your organization's cultural identity is facing today
2. Receive practical examples of common cultural challenges through case studies
3. Identify specific actions that will more clearly define your cultural identity and drive consistent cultural reinforcement

THE MISSING PIECE: UNDERSTANDING PEOPLE & PRODUCTIVITY WITH CONATION

There's something missing from the productivity conversation in our workplaces, and it has to do with how we understand one another. We tend to see people in terms of their cognitive traits (their knowledge and experience) as well as their affective qualities (their emotions and beliefs) … but that only accounts for two parts of a person's mind. There's another way to understand people and it's completely separate from how we think or what we feel – there's a third part of our minds. This session will introduce attendees to Kathy Kolbe's research on the conative part of the mind, the innate drive within all of us to take action and solve problems in our own unique way. This session will illustrate the importance of conation in understanding people and productivity and answer the question, "Why do people need to be free to do things their way?" (And what happens when they are not?) Explore the implications of understanding all three parts of the mind, and how that understanding can be used by managers and employees to reduce stress and burnout, strengthen relationships and foster greater productivity in the workplace.

Learning Objectives:

1. Understand the conative part of the mind, its function and how it differs from other mental functions through the research of Kathy Kolbe
2. Explore the implications of conation to the workplace and its usefulness for reducing stress and burnout as well as strengthening collaboration and productivity
3. Define how understanding conation can improve and strengthen relationships

THE OBSTACLE COURSE

Why do obstacles courses exist? To challenge – endurance, agility, speed, strength, and mental problem solving. In times of chaos or survival you must rely on the conditioning and effort you put in prior to the happening or event. If you've felt like you're participating in a Business Tough Mudder, you aren't alone, but you also know obstacles like the Rope Climb, Unstable Bridge and Balance Walk may still lie ahead. Learn the foundation for establishing your business's "Way" around leading people and operating with well-being at the core. Create your plan for momentum and define your measurements for success so you can navigate the Business Tough Mudder confidently, energetically and as a team.

Learning Objectives:

1. Learn 10 business and leadership conditioning frameworks or tools that build cultural strength
2. Uncover the powerful abilities that positions leaders and HR pros to enliven unique core values and discover the natural strengths of employees
3. Define measurable outcomes for your culture roadmap

THE FORCE OF YOUR CULTURE

People leaders and business professionals have live through disruptions to the norm, but have come to understand that change is constant. Organizations need HR to direct "The Force" in the right direction, but how can they find the motivation to incite more change and the energy for accelerating so they can start proactively cultivating a culture that others want to be part of? It's time to channel learnings and build both endurance and stamina for what's to come.

Learning Objectives:

1. Learn 10 Actions That Strengthen The Force of organizational culture
2. Uncover the powerful abilities that positions leaders and HR pros to enliven unique core values and discover the natural strengths of employees
3. Identify priority actions that support a culture of endurance

WORKSHOP EXPERIENCES

AUTHORING YOUR PERSONAL CORE VALUES

Everyone has core values. When captured and applied, core values provide clarity, energy and aliveness to individuals (and entire businesses). They are a powerful differentiator that attracts and connects people and organizations to each other. Yet despite this significance, few people ever put them on paper or share them with others. It's time to change that by authoring your personal core values.

Explore the real value of personal core values. Participate in a core value writing activity and identify ways to put your values to work in your life for greater confidence, stronger relationships and improved decision making.

Learning Objectives:

1. Learn best practices for creating authentic core values & see examples
2. Participate in a core values writing activity
3. Develop values language you can use to distinguish yourself, make decisions and build confidence

ACTIVATE YOUR INSTINCT

Leverage the innate instincts of your employees to improve relationships and business results. We help you apply the principles of "Three Parts of the Mind" (Cognitive, Affective and Conative) to build employee confidence, improve productivity and strengthen teams. humanworks8 will engage employees in completing the Kolbe A™ Index and facilitate an interactive workshop that brings the power of Kolbe Wisdom™ to life and makes it tangible for all participants. Through this hands-on workshop, the team will uncover its conative culture and explore how their natural instincts influence communication now and to the future.

Learning Objectives:

1. Understand the principle of "Three Parts of the Mind" and instinctive strengths
2. Learn the natural methods of problem-solving for oneself and others through understanding the Kolbe A™ Index
3. Establish communication, performance and relationship best practices connected to one's instinctive strengths

ASK! QUESTIONS THAT WILL CHANGE YOUR BUSINESS

How many questions have you asked today? We often feel responsible for having all the answers, but our ability to creating meaningful connections and break new ground doesn't come from the answers we have, it comes from the questions we ask – and how we ask them. In this session participants will explore the most effective ways to position questions, what makes a question more powerful, and which questions are our favorites for opening the door to stronger relationships, sparking innovation and fundamentally changing the business.

Learning Objectives:

1. Understand the strategic value of questions to relationships
2. Identify the most effective ways to position questions as well as limiting factors
3. Add at least one new question that can be used with clients, partners and/or coworkers

BUILDING A GRATITUDE PRACTICE

Take a moment to meaningfully pause. Discover the value in building a gratitude practice as we share 10 gratitude principles that will change your life and form a foundation for your future outlook. Participants will leave with a new perspective as well as immediate actions to take with them as they set the foundation for their active gratitude practice.

Learning Objectives:

1. Participants will learn about the why behind gratitude at work and various principles and best practices of gratitude.
2. Participants will complete a Gratitude Focus activity and receive a Gratitude Focus tool to continue completing.
3. Participants will be assigned a gratitude takeaway action to further connect with another colleague.

BUILDING YOUR CONTENTMENT ETHIC

How many times have you heard someone in a leadership role say, "I'm swamped – I'm completely underwater"? Or "I have too many fires to put out today"? Have you said one of these yourself? Leaders in every organization face the unyielding demand for continuous improvement, yet most leaders struggle to remain calm and confident when their team's progress is threatened. When work ethic alone isn't enough to overcome the onslaught of tidal waves and firestorms that threaten to derail, a leader must develop a second ethic – a Contentment Ethic. This session will define the often-misunderstood quality of contentment and explain how a leader can build this quality into practice that will elevate their confidence in every moment. In addition, session participants will discover how building a personal Contentment Ethic creates the conditions necessary for continuous growth and improvement within their team.

Learning Objectives:

1. Define contentment as an action-driven practice, and rule out what is not contentment
2. Identify the seven leadership behaviors that drive a Contentment Ethic
3. Select specific actions to begin developing a personal Contentment Ethic

THE GIFT OF (CRITICAL) FEEDBACK

Do you see critical feedback as a "gift?" Giving and receiving feedback is an essential capability for people-leaders and team members alike, but it's also one of the most challenging interpersonal skills to develop. In this "train-the-trainer-style" workshop, participants will explore practical tactics for effectively giving "the gift" of critical feedback as well as how to receive feedback from others with gratitude, empathy and confidence.

Learning Objectives:

1. Identify common misconceptions and flaws related to giving and receiving a "critique"
2. Explore tactics for addressing defensive reactions and other factors that deter honest, authentic feedback
3. Learn to coach proven methods for giving and receiving critical feedback

OVERCOMING THE 5 DYSFUNCTIONS OF A TEAM

Based on the book, "The Five Dysfunctions of a Team" by Patrick Lencioni, this learning path is a series focused on strengthening essential elements of a teamwork including trust, productive conflict, commitment, accountability, and attention to results. Beginning with a diagnostic that assesses the current team dynamic, these sessions will provide leaders and teams with practical tools and daily applications to improve team relationships and communication.

Learning Objectives:

1. Uncover priority areas for improvement as the team seeks to grow together through establishing a baseline perspective from participants
2. Produce open dialogue, building stronger trust amongst the team and an understanding of the need for productive conflict
3. Establish strategies and ground rules for the team that address commitment, accountability and results

THE WELL-BEING ROADMAP

This interactive workshop will focus on individual reflection and action planning. Participants will dive deeper into the four pillars of well-being – Purpose, Balance, Nutrition and Movement – as they define what the pillars look like in their own lives and work through an activity that defines the success criteria. A framework for an action plan for related well-being goals they strive to reach will be creating through using The Well-Being Roadmap tool. An emphasis will be placed on personal development and setting boundaries. This workshop will combine reflection and learning with tangible actions to address desired well-being outcomes.

Learning Objectives:

1. Participants will define the four pillars of well-being and reflect on their current status in each.
2. Participants will establish milestones for development in each of the four pillars of well-being.
3. Participants will identify their individual obstacles as well as clear strategies to reach their well-being milestones.

EXCLUSIVE EXPERIENCES FOR LEADERS & HR PROFESSIONALS

3 WAYS TO ELEVATE YOUR CULTURE TODAY

HR professionals are routinely called upon to be in-house experts on organizational culture. This train-the-trainer style discussion will focus on three tactics HR leaders can teach others (and do themselves) to strengthen their organization's culture.

Learning Objectives:

1. Strengthen 1-on-1 meetings and build a culture of belonging using "You Matter Here" questions
2. Strengthen team collaboration and build a culture of learning with "The Experience Transformer"
3. Strengthen critical feedback and build a culture of coaching through the S-B-I and S-B-Q feedback

TRANSFORMING YOUR PERFORMANCE REVIEWS

Why are performance reviews notoriously challenging for both leaders and team members? Because many organizations have established a process that fails to accomplish its primary purpose: improving team member performance. In this session, participants will explore how to shift any performance review into an authentic conversation that transforms their experiences into new strategies while creating confidence for both leaders and employees. You'll leave equipped with a new perspective and resources on performance management that will drive momentum in strengthening performance at your organization.

Learning Objectives:

1. Identify the strengths and weaknesses of common performance reviews
2. Evaluate your current process to identify existing gaps
3. Explore and commit to one transformative action to make "performance improvement" the top priority of your review process

EMPLOYER BRAND BOOTCAMP

You want consumers to think of your brand first when they need to purchase whatever it is you sell. The same goes for job candidates: You want top talent -both incoming and current- to think of your organization as a top employer. That's what helps your team (and company) ideate, innovate and flourish. In this session where marketing meets recruiting, you'll hear what it takes to bring an organization from unknown to best workplace status and identify strategies for elevating your organization's employer brand so top talent is knocking at your door.

Learning Objectives:

1. Evaluate your current employer brand and its elements. Take inventory of what is at your disposal as you build an elevated employer brand.
2. Learn the components of a successful employer brand strategy.
3. Define priority actions needed to reach your employer brand goals and create your accountability plan for execution.

FROM PROGRAM TO WAY OF LIFE: WELL-BEING AT YOUR ORGANIZATION

How can you evolve your organization's approach to well-being? Think less programmatic and more integrative… less one size fits all and more individualized… less scheduled and more relationship focused. Make well-being part of your organization's DNA. From recruiting to onboarding, communication to recognition, identify strategies for weaving well-being throughout your organization's people practices. This interactive working session will strengthen your well-being programming, build relationships across the organization and elevate your overall employee experience.

Learning Objectives:

1. Understand The 12 People Touchpoints of a business and prioritize your organization's touchpoint roadmap
2. Define your organization's philosophy around well-being
3. Use The Well-Being Foundation Builder to learn ideas and brainstorm actions next specific to your organization's culture