

**Let's Grow!**  
*Growing engaging leaders*

**Karen Schmidt** Speaker . . . Workshop Leader . . . Facilitator



# Speakers kit

**Karen Schmidt CSP**

[www.letsgrow.com.au](http://www.letsgrow.com.au)



*a business grown by referrals*

## Let's Grow! philosophy

1. You can't have engaged leaders in a poor culture . . . you can't grow plants in bad soil
2. We pick people for leadership roles for the wrong reasons . . . wrong plant in wrong location simply because we like the look of it
3. New leaders need assistance and support . . . plants need help to get established too
4. A leader in the wrong position can do damage . . . the wrong plant can potentially become a weed
5. Bad habits from leaders rub off on their people . . . like pests and disease moving from plant to plant
6. The right leaders provide staff with shelter from the organisational elements . . . like a tree shading smaller plants
7. You need to remove the barriers to help leaders grow . . . plants grow better when you give them space
8. Sometimes leaders outgrow their role and need to move on . . . sometimes plants need to be relocated to thrive
9. You always need to be cultivating new leaders . . . you need plants in all stages of development to keep your garden healthy
10. If leaders aren't growing they are dying . . . the law of nature, especially when it comes to plants

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## Profile

Karen Schmidt is an award winning speaker, workshop leader and facilitator. With a background in Human Resource Management, her practical experience comes from hiring, firing, managing, coaching and training thousands of people in just about every industry. She has experienced the workplace from the point of view of a staff member, manager, recruiter, contractor and consultant.

So whether your people arrive at work wearing high heels, a hard hat or carrying a hand gun Karen can help you understand what it takes to engage them. To back up her practical experience, she is degree qualified in Adult Education.

Karen has been recognised as a Certified Speaking Professional (CSP), the highest level of accreditation for speaker's internationally and is also the winner of the National Speakers Association of Australia QLD 2006 "Speaker of the year" award.

An engaging speaker who delivers fast paced and entertaining presentations, in her spare time Karen engages with life through her love of ballroom dancing, gardening and spending time with her cat Prince Frederick!

Karen regularly speaks at conferences throughout Australia and the Asia Pacific region for a diverse range of industries. Some of her recent past clients include:

- Australian Veterinarian Business Association
- QLD Health HR Summit
- Venue Management Association
- International not for profit convention
- PPM Group Property Managers
- Australian National Business Travel Association
- Great Barrier Reef TAFE
- Lenards
- NZ Federation of Disability Information Centres
- HR Summit Singapore
- Society of Petroleum Engineers Young Professionals

Contact Karen on 0411 745 430 or [www.letsgrow.com.au](http://www.letsgrow.com.au)

## Working with Karen

### Her style

Karen's signature is her bright business clothing with her flower logo always part of the outfit. She is also a low tech speaker (no Powerpoint required), who loves getting out and interacting with the audience. With Karen there is always lots of entertainment value, including giveaways and prizes, as well as practical content delegates can use immediately. She also likes to mingle with delegates during meal times and networking sessions both pre and post presentation and loves joining in themed events with no hesitation about getting out on the dance floor (she is a ballroom dancer, after all!)

### Benefits of using a professional speaker

When you engage the services of a professional speaker you

- Save you time and frustration by knowing what they need and how they can best add value to your program
- Know how to work with different MCs, AV people and venue setups which reduces the risk of things going wrong
- Have worked with other speakers so can complement their message and even provide referrals and recommendations

### Her service standards

When you engage the services of a speaker you want to know what to expect in terms of service. At Let's Grow! we know that when you make the decision to invest time and money in professional development you want value in return. Karen Schmidt, along with her assistant Lisa Humphries, have put in place a range of processes designed to give you maximum return on your investment.

We pride ourselves on:

- Returning phone calls and emails in a timely manner
- Promptly responding to requests for information
- Keeping you informed at every stage of the process
- Being easy to deal with and easy to contact
- Only making promises we can keep
- Treating anyone you refer to us with the same high level of service

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## Her process

When you book a speaking engagement here is what you should expect:

- To receive a confirmation letter, deposit invoice and request for briefing information within 3 days of your verbal or email agreement to proceed
- A briefing meeting or teleconference to be organised prior to the event to gather further, more specific information on your needs
- One week prior to the event, to be contacted by telephone or email to make final arrangements and confirm details
- On the day of the event to arrive on time and immediately report to your key contact, the MC and /or the AV people to be briefed
- During the session to run to time, deliver the content as agreed and adapt to changes along the way
- Where practical, to provide an immediate debrief on the day after the session to your key contact
- Within 3 days of the event to send documentation to finalise the booking, including the final invoice and a feedback request form
- Within 7 days of the event to process any newsletter sign up requests and product orders and provide any follow up information
- Within 7 days of the event to have a face to face or telephone meeting to discuss feedback on the event

## What we need from you

As the client, you play a vital role in the success of the event. In order to help Karen provide you with the best possible outcome, here is what we need from you:

- Provide all relevant information relating to the participants, venue and event program
- Respond to requests for information promptly
- Keep us informed of anything relating to the event which may impact on the session
- Promptly pay any invoices and assist us with the processing of the payment
- If you believe we have delivered on our promises, to feel comfortable in referring us to your colleagues, customers and suppliers

**Contact Karen on 0411 745 430 or [www.letsgrow.com.au](http://www.letsgrow.com.au)**

## Conference packages

Karen Schmidt is a versatile presenter who can fulfill a number of roles at your next conference.

She has experience as a:

- plenary speaker
- concurrent session presenter
- panel discussion leader or participant
- interview session facilitator
- host for networking functions or breakout sessions
- closing summary session facilitator
- MC for the event

Why not include Karen on your program more than once. She can put together a package tailored to your specific needs. Some of the benefits of this approach include:

- Reduced travel expenses
- Fewer speaker briefings
- Increased flexibility in program changes
- Easier to build rapport with the audience
- More consistency in the key messages to your delegates

Karen can be booked for an entire day or for your entire conference, depending on your needs. Why have a speaker who simply arrives one hour before their session, delivers and then leaves when you can have the benefit of a presenter who can add real value to the total program by being involved from start to finish?

## Session outlines

### How to grow an engaged team

It used to be that the biggest staffing problem people leaders had to deal with was high turnover. Today, the real issue is engagement - finding a way to get people to do more than just turn up to work physically. It's about finding ways to engage them mentally and emotionally. The solution used to be team building but you don't build people, you grow them! So how do you grow an engaged team? Just like a gardener you need to get the right combination of factors in place to allow people to grow naturally.

In this presentation Karen will take a look at how you can take some of the same techniques that gardeners use to grow healthy plants and apply them to growing a thriving organisation.

### 8 conversations that engage

Whether your issue is keeping your engaged people on track or helping the disengaged to get back on track, all managers are looking for simple methods that will achieve results without costing a fortune. One of the recognised keys to employee engagement is a strong relationship between a staff member and their immediate manager. At the heart of a strong relationship is communication. Old fashioned, face-to-face, one-on-one conversations. In this interactive and practical presentation, learn about the 8 conversations that engage, why they matter and how you can conduct these conversations in a way that gets results.

### Developing your e factor

Whether you have one employee or many, whether you have been leading for a long time or are an aspiring leader, you need to develop the one quality that separates great leaders from the rest. It is given a lot of names, including presence or charisma, but I like to call it the "e factor".

The e doesn't stand for electronic, email obsessed or egocentric. We already have plenty of those "leaders". This e stands for engaging. I believe that in order to be a high performing leader you need to be engaged yourself before you can hope to create an environment that engages others. So how is your e factor? Is it healthy and growing or has it withered and died?

In this look at leadership in the engagement age you will be asked to sit back and think about how your own engagement plays a part in the successful engagement of your team and how to ensure you positively influence those around you.

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## **What to do when you are a pseudo leader**

If you are required to fill in when your manager is away or you are filling the void because your manager is unwilling or unable to lead, you are a pseudo leader. If you are a senior admin person, such as a PA or HR officer, who is seen as part of the leadership team but doesn't have a leadership title, you are a pseudo leader.

Whilst pseudo can mean false, in this context it really means "having a close resemblance to". So what do you do when people see you as being a leader but you aren't officially a leader? What does that role involve and how can you do it successfully?

In this honest look at the realities of the modern workplace, learn how to function at your best when you find yourself in this interesting situation.

## **What to do when you have a dud**

We've probably all experienced what happens when you end up with an underperforming employee. It could be the result of a hiring mistake or a promotion mishap. It could be your fault or someone else's fault and you've inherited them. Whatever the causes the problem is the same:

you have a dud on your hands and it's up to you to do something about it!

In this lighthearted but practical look at dealing with disengaged employees you will discover some straightforward methods for handling problem employees so that everyone involved stays sane. Find out what you can do, what you can't do and how to do it properly.

## **The future of employee engagement**

The world of work is constantly evolving. What was common practice 10 years ago is now antiquated and what was once seen as ground breaking is now viewed as the minimum standard. The question that should be in the minds of all business leaders is . . . what's next?

You need to ensure you are constantly growing and adapting or you risk being left behind. In people management terms "being left behind" means being unable to attract and retain the best and brightest in your field.

In this thought provoking session you will have the opportunity to step back and examine where we have been, where we are now and where we are heading in terms of employee engagement.

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## **From gladiator to mediator**

### **How to grow from a generational warzone into a productive enterprise**

There is a revolution going on in the workplace. As the final members of one generation of employees leave, the next group is thinking about following them, but are realising their plans for early retirement might not work out. Another generation is arriving on the scene with a mission to transform the workplace. Caught in the middle is a generation who've been waiting their turn to shine, only to find that the newcomers have other ideas. Welcome to a workplace with multiple generations! As a manager, your next challenge is to find a way to engage each of these groups.

## **Young and in charge**

Congratulations . . . you've just been promoted to a leadership position! Being young and in charge for the first time can be a great learning experience. You are probably coming into your new role with lots of ideas on how to change things for the better. There is a lot to learn and you want to get started now!

So, let me ask you this, are you going to master the ropes the easy way or the hard way?

Find out what you need to know to become a successful NYM . . . new young manager. Learn the short cuts to success that will put you ahead of the pack and set you on the fast track to your career success. Get the word on the ups and downs of leading, with practical ideas on how to make it work for you.

## **Growing the leaders of the future**

You see that young guy or girl in the corner, the one with the piercings who doesn't follow the corporate dress code? They are going to be running the world when you reach retirement.

As the Baby Boomers start to exit the workplace and Generation X take over as managers, it is time to turn our attention to the next generation of leaders . . . Gen Y. Some of them are already in leadership positions and others are jostling for their chance to be promoted. So what role are you going to play in developing the leaders of the future?

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## **How to feel F.R.E.S.H. at work every day!**

Have you been through a tough period lately? Too much change and not enough staff? Feeling a bit low on energy but not sure what to do about it? What you need is a F.R.E.S.H approach to work.

Using a simple 5 step formula, learn how you can get back your energy and become fully engaged at work. Whether you are a business owner, manager or employee Karen can help you feel F.R.E.S.H at work every day!

You can also opt to concentrate on just one aspect of Karen's F.R.E.S.H. formula. Each of the 5 key areas can be delivered as a stand alone presentation.

## **Look out future, here I come**

### **How becoming a forward thinker can change your outlook**

When you think about the future, do you get excited or does the mental picture you have of your world 5 years from now make you nervous? If so, there is something you can do to change your view from a negative to a positive. Whether you are thinking about your personal or professional life, having something to look forward to is one of the secrets to happiness and fulfilment, which lead to productivity and passion. Learn how to become a forward thinker by following a few simple, yet powerful steps and watch your future really come to life!

## **Bouncing back better than ever**

### **3 simple ways to be more resilient**

The ability to bounce back from adversity is a vital skill for anyone who wants to survive and thrive in the competitive business world. Successful people are the ones who are willing to take risks and make mistakes, which means they deal with a lot of adversity. However, many of us have lost the ability to be resilient and we need to learn how to get it back. Becoming more resilient is easy when you know how.

This practical session will give you real life examples of how to boost your resilience levels so you actually look forward to the challenge of overcoming any adversity that you face.

## **Enthusiasm matters!**

Enthusiasm, energy, passion . . . call it whatever you like but make sure you have some! Today maintaining enthusiasm for life in general, and work in particular, can be difficult with so many demands being placed on us. Without enthusiasm you end up sleep walking through life rather than fully embracing everything it has to offer.

If you have ever worked with people who have low enthusiasm levels you will know what affect it can have on those around them. Don't be that person . . . let Karen show you how to regain your natural enthusiasm by understanding where it comes from, why it disappears and how you can get it back! The result will be you leave with a renewed sense of passion for life that will see you really enjoying every moment.

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## **How to grow your comfort zone**

We all know it's a good idea to physically stretch ourselves on a regular basis to prevent our body becoming rigid, but how many of us remember to do some mental stretching as well. Your brain can also suffer from thinking and acting in the same ways for too long. To be successful in the current work environment you need to be continually growing and expanding your comfort zone. In this fun and interactive session learn all about the hows and whys of stretching your comfort zone so you can grow to your full potential.

## **Mastering the balancing act**

### **How to keep your life in balance and stay sane**

Are you constantly stressed? Do you find your "to do" list is getting longer, not shorter? Does there never seem to be enough time for you? If you answered yes to any of these questions that it's time to restore the balance in your life! Keeping your life in balance is vitally important to your physical and mental health. Having a balanced life allows you to do more and enjoy what you do more. In other words, it helps you to be more successful, both personally and professionally.

Find out how balanced you are and what you can do to fix your imbalances in this fun and interactive session.

## Panel discussions

### Growing engaging leaders panel

#### Panelists

- Business owner or executive
- Frontline manager
- Aspiring leader
- Human Resources representative

#### Topics

- Defining engagement in this industry or occupation
- Specific engagement issues for this industry or occupation
- Business case for developing an engaged workforce
- Choosing leaders: past, present and future
- Examples from the real world of engaged and disengaged leaders
- Strategies and tactics you have tried . . . what worked and what didn't
- Plans for the future

### Engaging the generations panel

#### Panelists

- Business owner or executive
- Frontline manager
- Human Resources representative
- Employees representing each generation (3 or 4 depending on industry)

#### Topics

- How the workplace has changed over the generations
- What your generation brings to the workplace
- What is misunderstood about your generation
- How management can get the most out of your generation
- Causes of generational conflict
- Examples of generation friendly workplace strategies
- What the future holds from a generational perspective

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## Personal engagement panel

### Panelists

- Business owner or executive
- Frontline manager
- Human Resources representative
- Award winner
- Consultant
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### Topics

- What it takes to succeed in your industry or occupation
- Your personal vision for the future
- How you have overcome adversity
- Strategies for identifying your passion
- Your biggest learning experience
- Tips for staying in balance

## Value-added services

As well as the services already detailed, Karen has a range of value added items that help to keep her messages alive and give people something they can take away from the event.

### Publicity

Karen can help you to publicise her presentation by providing articles for your newsletters or by taking part in press interviews for print and radio.

### Giveaways

During every presentation Karen likes to give away a range of gifts such as:

- daisy shaped highlighter pens
- copies of her books
- complimentary e-course registration

She is more than happy to provide products for lucky door prizes or funding raising activities.

### Products

Karen has a range of her own books and books by other authors that compliment her topic areas, along with online items such as e-courses, audio downloads and her F.R.E.S.H. workplace kit. People can purchase on the day or order online after the event.

### Website resources

People can follow up after the event by accessing a range of free website resources at [www.letsgrow.com.au](http://www.letsgrow.com.au) which include:

- Quizzes
- Articles
- Audio files
- Useful links

By subscribing to her free monthly email newsletter "Growing engaging leaders" they can also access a free ebook and her 10 week email booster programs.

### Social networking

Karen is an active online social networker and invites delegates to follow her on Twitter, connect with her on LinkedIn or become a fan of the Let's Grow! Pty Ltd Facebook page.

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## Making contact with Karen

To find out more about how Karen Schmidt can help you make your next event a success, you can contact her via:

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