

Presentations



Cultivating 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”. It 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?

- How to identify your place on the engagement matrix
- Why most leaders lack engagement
- The impact of a disengaged leader: on themselves, their team and their organisation
- Signs of an engaging leader at work
- Defining your own personal leadership philosophy

Digging into the cultural layers of your organisation

Organisational culture is a complex mix of elements that come together to create a functional or dysfunctional enterprise, not unlike the layers of soil in a garden. It is possible to change the makeup of your organisation but it can be a tricky process. Like a garden, it can also contain a range of different soils, or subcultures, all in the one space. The interesting thing is that no matter how bad the soil, something will grow in it. You need to make sure you are growing healthy productive plants rather than a bunch of weeds that will rob the soil of nutrients and take over.

- The 5 layers of culture in an organisation and how they interact
- Analysing the pH level of your culture
- The signs of a people repellent culture
- What happens when you start a cultural change program
- Steps to improve the quality of your culture

**To book Karen Schmidt for your next event contact her
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Don't get led up the garden path when staffing your organisation

As a manager, you have no doubt come across a lot of conflicting information around the issue of staffing which can leave you confused and open to making some costly mistakes. If you want to avoid getting led up the garden path with the wrong advice you need to hear first hand from an experienced Human Resources expert what it takes to create a thriving team of employees.

Whether you have one employee or many, have always managed to find good people or struggle to fill positions, this session can help you to understand:

- The myths about staffing that get managers off track
- 8 steps you must follow on the path to reach your goal of a thriving team
- What happens when you try to take shortcuts and get off the path
- 3 actions to get back on track if you have wandered off the path

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 helping the leaders of the future go from seedlings into productive members of the workplace garden?

- Understanding the Gen Y experience to date with leadership
- What we are learning about Gen Y leadership styles
- The 5 stages of leadership development that Gen Y will need to go through
- Keeping young people engaged on the path to leadership
- How mature, experienced leaders can help Gen Y leaders

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How to feel F.R.E.S.H. as a daisy 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 way to feel F.R.E.S.H as a daisy every day.

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!

- Forward thinking: How to have a clear vision of the future
- Resilient: 3 simple ways to bounce back from any adversity
- Enthusiastic: Tap into your passion to increase your enthusiasm at work
- Stretching: The benefits of getting outside your comfort zone
- Holistic: How to balance the 6 vital aspects of life

How to grow an engaged team

It used to be that the biggest staffing problem managers 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.

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 team.

- Why team building is dead and team growing will see you thrive
- Recognising the 4 stages of team development
- Identifying what style of team you have
- A 4 phase plan for growing engagement levels

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Keeping your team thriving

People at work can be a bit like pot plants. They look great when you first got them but unless you care for them properly they can quickly wither and die. Don't let that happen in your team! If you have put a lot of work into creating a great team you want to know it will stay that way for the long term without too much effort on your part.

So if you have a high functioning team that you want to keep on the growth track then you need to put into place some effective strategies to keep them alive. Discover some simple steps to help you keep your team thriving and productive no matter what the situation.

- 3 things you need to provide them with on a regular basis
- 3 factors you must control if your people are to keep growing
- 4 extra things you should do if you want them to have a long and healthy life

Leading people down the path of change

Are you contemplating a major change program in your organisation but are worried that your people will resist? Getting people to come with you on the long and often arduous path of organisational change is a challenge every organisation faces no matter what size or what type of change initiative you are dealing with. People can easily disengage making the job of change even more difficult.

So what is it you can do to increase the chances of not only a successful outcome but also ensure that people at all levels stay engaged throughout the process? In this thought provoking and interactive session you will hear some common sense solutions to the issues from someone who has experienced workplace change from multiple angles.

- Why good strategies go wrong: the missing ingredient
- The secret to getting employee buy in even when they perceive they will lose
- What causes people to disengage and why it is magnified during change
- How talking about your experiences can make a huge difference
- The power of well executed conversations in the change process

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Reaping the harvest of a multi generational team

Just as a gardener realises that planting a single species is not going to create a functioning garden, smart leaders are realising they need people from all generations to create a high functioning team.

So are you reaping the harvest of having a multi generational workforce or are you failing to capitalise on the hidden talents you may have in your team? Each generation brings with it unique experiences, insights and abilities. Learn how to get them working in harmony and you will create an abundant crop of willing workers.

- Why you may need to change your attitude to the generational issue
- Benefits of a multi generational team to your bottom line
- The importance of understanding the generations and how they formed
- Knowing your people: 3 key words that will unlock the mystery of each generation
- Helping them work together to create a thriving organisation

The leader's engagement toolkit

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. Just like a gardener needs a range of tools to help them work so too a leader needs a range of conversations they can use to engage their team.

- Research on why these conversations matter
- The real reasons managers avoid having the right conversations
- The idea behind each of the 8 conversations: understanding their purpose
- Tips and tricks for helping you conduct effective conversations that really engage

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What species of leader are you?

Forget what you've heard about the autocratic, democratic and servant leader. There are some new species of leaders you need to meet. Leaders are like plants. They come in all shapes and sizes and each has its own unique qualities that allow it to thrive in different conditions. Pick the wrong leader for the job and you can end up with all sorts of problems. Get the right leader and you create a beautiful and functional environment where everyone has a chance to bloom.

In this new take on leadership styles, find out how you can make the most of anyone's natural leadership qualities to help your teams grow and develop.

- The 5 common leadership styles at work
- Strengths and limitations of each style
- What can happen when you choose the wrong style of leader
- Learning to make the most of your natural leadership style

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