POPULAR KEYNOTE TOPICS

Ready to inspire and engage your people? Here's a sampling of the keynotes delivered by Blanchard's world-class leadership experts. Looking for a presentation you don't see here? We will work with you to customize a message that meets your specific needs. Contact us to discuss your idea.

LEADING SELF

Building Resilience in Times of Change OR Cultivating Resilience

This keynote provides practical steps to develop the mindset and skillset of resilience. Participants will walk away with a concrete Resilience Action Plan they can develop and implement immediately to build individual and team resilience. Understanding how to override the hijacking our brain experiences during fight or flight, this session teaches the four steps to resilience needed to thrive during change or challenging times.

Key Points:

- Understanding the four steps to becoming more resilient
- Learning how to intercept the fight-or-flight response
- Using tools to manage strong emotions and reduce stress and anxiety
- Reframing thinking by practicing the Resilience Mindset
- Creating a Resilience Action Plan
- Learning how to implement resilience support structures to maintain resilience

Creating a Culture of Self-Leaders

The success of your company depends on how committed and proactive your people are—especially the frontline workers. When you arm people with a mindset and skillset of self-leadership, you create an empowered workforce that is accountable, innovative, and productive. This session explains how self-leaders challenge assumed constraints, activate points of power, and become proactive.

Key Points:

- Learning how to challenge assumed constraints, activate points of power, and become proactive
- Understanding the mindset of a self-leader to set goals and get the direction and support needed from a leader
- Taking charge of your own future and working to your full potential

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LEADING SELF, cont.

Working Together Effectively (Learning to Understand Yourself and Others)

When individuals have a better understanding of themselves, they can bring their best skills and talents to their work. And when people understand and appreciate the strengths and needs of their coworkers, their relationships flourish, their workgroups become true teams, and their true potential is unleashed. This session presents a framework to help people identify a pattern of core psychological needs, values, talents, and behaviors so they can better understand themselves and others.

Key Points:

- Understanding that when individuals have a better understanding of themselves, they are more productive and collaborative
- Learning a framework to identify patterns of core psychological needs, values, and behaviors in yourself and others
- Understanding that when people appreciate the strengths and needs of coworkers, relationships flourish

LEADING OTHERS

Conducting High-Stakes, High-Consequence Conversations (That Have Become Everyday Conversations)

Senior leaders make key decisions; it's also up to you to communicate new mandates and expectations to your hybrid and remote workforces. This session teaches how to convey critical messages that you know will create strong reactions in some or all of your employees. You'll learn to conduct these conversations in a way that addresses the real and potential concerns that your employees will express to you along the way.

Key Points:

- Acquiring a set of skills to conduct open, balanced, nondefensive dialogue, especially during difficult conversations
- Recognizing and managing emotional reactions that can hinder communication
- Understanding how open, honest conversations foster teamwork, progress, and trust

Building and Restoring Trust with Your Returning Workforce

Your organization made the call: everyone must return to the workplace more frequently than they'd anticipated, and you're the one to hold the conversations. In this session, you'll learn how to build and regain trust with your people who question the levels of organizational trust in your company.

Key Points:

- Knowing how trust can be hard to earn and easy to lose by understanding the four elements of a trusting relationship
- Understanding the costs of low-trust environments and the benefits of high-trust environments
- Acquiring a valuable process for restoring trust when it has been broken

Leading People in a Changing Workplace Landscape

Employees have had the benefit of working from home for years, and they've gotten used to it. Now that they're returning to the workplace on a more regular basis, join us for an expert session that will help you reconnect and lead in a way that fortifies a culture of high engagement and top-tier performance.

Key Points:

- Understanding the importance of focusing on the basics of leadership during volatile times
- Determining which kind of leadership style each employee needs on specific tasks so you can deliver the right amount of support and direction
- Understanding the dangers of not delivering the correct leadership style for your direct reports on any given task

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LEADING OTHERS, cont.

Managing Difficult Conversations

The quality of communication can often mean the difference between success and failure to teams and organizations. Honest and open conversations foster teamwork and trust. This session describes conversation skills everyone can use to keep communication open, balanced, learning-focused, and constructive.

Key Points:

- Learning to recognize and manage powerful emotional reactions that can throw conversations off balance
- Understanding natural tendencies to either minimize or win during conversations
- Learning a set of specific behaviors for remaining balanced in a conversation by being simultaneously candid and curious

Four Conversations Leaders Need to Communicate Effectively

One of the most common day-to-day challenges for managers and leaders is communicating effectively with their staff. Learning how to conduct effective conversations builds positive relationships with team members, inspires engagement, and drives productivity. Learn about the four most important conversations leaders must master.

Key Points:

- Learning how the Goal Setting, Praising, Redirecting, and Wrapping Up conversations will help improve relationships and performance
- Learning how to improve communication skills by using the LITE coaching model

Coaching Skills for Leaders

Coaching is one of the most critical skills an effective manager can use to improve the performance of team members. This session presents a proven coaching process along with specific coaching skills that will help leaders increase productivity, build trust, and deliver bottom-line results.

Key Points:

- Understanding the importance of using coaching skills to develop people
- Learning a coaching process to Connect, Focus, Activate, and Review
- Learning coaching skills to improve listening and have more effective conversations

Four Leadership Skills that Make Teams Work

Work teams fail a staggering 60 percent of the time. This session presents the specific skills that leaders need to improve collaboration, innovation, and the overall effectiveness of their teams by applying four leadership skills: aligning for results, communicating during conflict, building team cohesion, and sustaining high performance.

Key Points:

- Understanding the stages teams will go through as they develop
- Identifying which stage of development a team is in at any given time
- Learning the leader skills needed to help teams develop and perform at a high level

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LEADING OTHERS, cont.

Creating an Environment to Attract and Retain Talent

The competition for talent increases every day. Leaders who can create and nurture a culture of trust will be able to attract and retain top talent. Building trust to keep a talented workforce will become a competitive advantage.

Key Points:

- Understanding the key elements of trust
- Learning strategies to develop and maintain high levels of trust
- Learning how to restore trust if it has been broken

Building Trust: One Thing that Will Determine Your Success as a Manager

The scope of the manager's role is vast: Implementing and achieving goals, keeping operations running smoothly, reducing costs, improving productivity, and developing team members. Learn how building a trusting environment is the foundation for being a successful manager.

Key Points:

- Learning the four elements of trust that every manager must master
- Learning a three-step process for restoring trust when it has been broken
- Understanding the costs of low-trust environments and the benefits of high-trust environments

The Leader's Guide to the Executive Brain

Leaders need to be hyperaware of their greatest asset: their brain. By applying the basics of neuroscience, leaders can have a better understanding of how the brain functions. This unlocks behaviors that will improve your leadership skills and create an environment where everyone can flourish.

Key Points:

- Understanding what your brain needs for optimal functioning and what stresses it
- Learning how to arrange your workday to make better decisions and achieve new levels of self-control
- Creating a brain-friendly environment to function at your highest level

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LEADING ORGANIZATIONS/CULTURE CHANGE

Courageous Inclusion™

Everyone deserves to be in a work environment where they can truly be themselves. But achieving true diversity, equity, and inclusion (DEI) isn't easy. Learn how to make progress on your DEI journey in this session, which introduces a mindset and skills to become more knowledgeable and active proponents of inclusion.

Key Points:

- Learning a framework for understanding the stages of Courageous Inclusion™
- Diagnosing yourself on the Courageous Inclusion developmental continuum
- Learning actions to take to progress to higher levels of inclusion in the workplace

Leading Change with Transparency and Empathy

The future of your business is driving the need for change at a pace that has huge consequences. To meet the needs, your organization must make a number of sweeping changes. Your senior leadership team's approach in times of change will have an exponential impact on your organization's vitality, brand reputation, and customer loyalty. In this session, you'll learn how you can build trust as you lead change by using transparency as a guidepost and empathy as the cornerstone of your change communication strategy.

Key Points:

- Understanding how building trusting relationships creates an environment of psychological safety
- Understanding how low-trust environments negatively impact your organization and how high-trust environments add to the bottom line
- Knowing the four elements to building trust with individuals and teams

Planning for High-Consequence Organizational Change

It's time. Your employees need to return to the physical workplace more consistently than they have in the last three years. You might require some to return full time. It makes economic sense for the business and is what's needed to move the organization forward. Learn how to frame this wide-sweeping change that impacts many or most of your employees and do it in a way that maintains organizational trust and confidence in your leadership.

Key Points:

- Having a high-involvement, collaborative process that gets buy-in and support from everyone during a change initiative
- Understanding the predictable stages people go through during change so each stage can be addressed
- Understanding the importance of open and honest conversations during change

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LEADING ORGANIZATIONS/CULTURE CHANGE, cont.

Communicating High-Consequence Organizational Change

We're all leading in a fast-moving, ever-changing environment where, for a long time, employees have been in the power seat. The nature of the business is changing, and you need different things from each of your employees. Learn how to lead and conduct the high-consequence conversations with your leaders about significant change, so they can have the same productive conversations with their employees—they with theirs, and so on, all the way out to the front line—in a way that preserves your leadership team's integrity, your employees' trust in you, and your organization's brand reputation.

Key Points:

- Understanding how high-quality conversations can improve engagement, innovation, and productivity
- Conducting productive conversations using the skills of candor and curiosity
- Exploring diverse perspectives and listening for understanding to improve the quality of conversations and build trust

Putting the Simple Truths of Servant Leadership into Practice

Servant leaders realize that helping their people accomplish their goals is the true role of leadership. It is a process of influence and building trust that creates a motivating and engaging work environment. In this keynote you'll hear about the fundamental skills of servant leadership along with tips for putting the skills into practice.

Key Points:

- Understanding that servant leadership begins with a leader's character and intention
- Putting the basic skills of servant leadership into practice
- Building trust and creating motivating and engaging work environments

Creating and Sustaining a Culture of Service for Your Organization

Since customers fuel business, it is imperative that organizations learn how to create and maintain a culture of service to increase customer loyalty and grow their business. Hear about the I CARE model, which provides a road map for developing your service vision and implementing it throughout your organization.

Key Points:

- Recognizing the value that providing exemplary service brings to your organization
- Communicating more effectively with internal and external customers
- Implementing a service vision

Servant Leadership in Action

People around the world have witnessed the negative impact that self-serving leaders have had in every sector of our society. Now, more than ever, companies need to embrace servant leadership. Leaders need to understand that they are there to serve their people and help them be successful—not to be served by their people. Servant leadership is the best way to create great corporate results and human satisfaction.

Key Points:

- Understanding the two parts of servant leadership: the visionary or strategic role and the implementational or operational role
- Realizing how the human ego gets in the way of becoming a servant leader
- Seeing how servant leadership is the most effective way to get great organizational results and create great human satisfaction

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LEADING ORGANIZATIONS/CULTURE CHANGE, cont.

Leading People Through Change

It's no secret that change initiatives fail 70 percent of the time. Yet the most successful companies stay ahead of the competition by making change a part of their corporate culture. Learn about this high-involvement strategy that will help ensure that change is welcomed in your organization.

Key Points:

- Understanding the predictable stages people go through during a change initiative
- Learning how to involve others throughout the process to ensure success
- Communicating effectively with individuals and teams as they go through the change process

SAMPLE LIST OF CUSTOMIZED KEYNOTES

- Leading with Heart
- Trust and Psychological Safety
- Executive Presentation Skills for Maximum Impact
- Influencing without Authority: The Six Keys to Increasing Your Powers of Persuasion
- The Hamster Revolution: Get out of email and into Your Life
- Accelerating Learning with the ENGAGE Model
- Leadership in Times of Crisis
- Reframing Fear, Worry, and Doubt in Crunch Time
- Toxic Leadership
- Emotional Intelligence
- Leaders as Coaches
- Improving Interpersonal Dynamics
- Connecting Neuroscience and Leadership

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