OUR HALF-DAY TOGETHER WILL LOOK LIKE THIS:
Session 1

PIVOTING FROM THE OLD TO THE NEW

- Discover the current workforce realities that have led (and continue to lead) to dismal employee engagement
- Get a clear understanding of the outdated management practices and narratives that are still prevalent today
- Uncover the mindset and belief system of the best leaders on the planet
- Shift from the common obstacles and pitfalls that stand in your path to leadership development
- Learn about the six building blocks of a high-performing organizational culture built on the strengths of Servant Leadership

Session 2

DISPLAYING AUTHENTICITY

What does it mean to be “authentic?” We’ll uncover best-in-class leadership habits and behaviors for fostering a culture of authenticity. In this session, you will:

- Raise your self-awareness to address your limitations and learn to show up with your “best self.”
- Take a self-assessment to measure your current leadership state against the high bar of leadership authenticity
- Go over the skills you need to show up authentically in your leadership role
- Learn about the tandem of trust and transparency as a means to engage others, build strong bonds and create results.
- Go over an implementation process to display authenticity for maximum leadership effectiveness.
Session 3

Provide Leadership

Effective leadership requires setting clear direction and purpose for others. It involves providing vision, taking courageous action, mobilizing others to act, and creating positive movement and change. In this session, you will:

- Understand how to provide the “why” that fuels meaning and purpose behind people’s work
- Know how to envision the future and inspire others to do the same.
- Learn how leaders take initiative, remove roadblocks, and set people up for success
- How leaders communicate clearly and consistently – always clarifying goals and expectations
- Learn a simple and effective way to conduct one-on-one meetings with employees
- Learn about effective employee engagement during the onboarding process
- Learn what great visions have in common
- Understand why your team members may be disinterested and disengaged, even with a clearly defined vision and strategy
- Learn the one question every manager should be asking in times of change and uncertainty.
BUILD COMMUNITY

Effective leaders believe in the power of team. They build strong relationships and accept the differences of others as a strength for the collective. They encourage collaborative work over competition and are committed to diversity, belonging, and inclusion. In this session, you will:

• Learn the principles of building a strong and vibrant work community founded on relationships that lead to results
• Get strategies for connection, belonging, and being more inclusive
• Learn the importance of having friendships at work
• Learn about the “Reciprocity Ring”
• Learn the practices and benefits of giving/receiving help
• Learn the meaning of good collaboration: what it is and what it’s not, and how to collaborate effectively.
• Discover the four universal personality types and The Achilles Heel(s) of each personality type.
• Get the steps to implement the building block of “Build Community.”
Marcel Schwantes left his corporate career after 18 years of high-level HR roles. In 2014, he started his own coaching, training, and speaking business with a clear mission to end toxic, top-down management practices that no longer serve humanity. His life’s work is devoted to creating a new generation of people-centered leaders who will inspire employees to flourish and lead their businesses to profit.

Through decades of research, interviews with hundreds of global leaders, and coaching and training his own executive clients, Marcel found that the best organizations on the planet care about and value the whole person — their emotional, mental, physical, and even spiritual well-being — to achieve outstanding business outcomes.

The evidence overwhelmingly asserts that a more humane and human-centered approach to leadership — serving the needs of others — will produce great results.

Marcel now partners with leaders who share his growth mindset and desire to make a positive impact in their organizations and the world.

Marcel has been recognized as one of the Top 101 Global Employee Engagement & Experience Influencers by Inspiring Workplaces, and his work is regularly featured in global media outlets like Inc., Time, Business Insider, Fast Company, The New York Daily News, CNBC, Forbes, Chicago Tribune, among others.

Marcel hosts the popular "Love in Action" podcast, heard in over 165 countries and rated in the top 2% of podcasts globally. The show features deep conversations with the world’s most brilliant leadership thinkers and experts, including Ken Blanchard, Whitney Johnson, Michael Hyatt, Dorie Clark, Marshall Goldsmith, Stephen M.R. Covey, and others.

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