



Engage your people  
Enable your teams  
Energize your leaders  
with Adrian Gostick



## Engage your people | Enable your teams | Energize your leaders

*New York Times* bestselling author Adrian Gostick creates custom, dynamic presentations based on research and interviews with your planning team. He shares data as a foundation, memorable case studies, and specific tools and how-tos that help create high-performing organizational cultures.

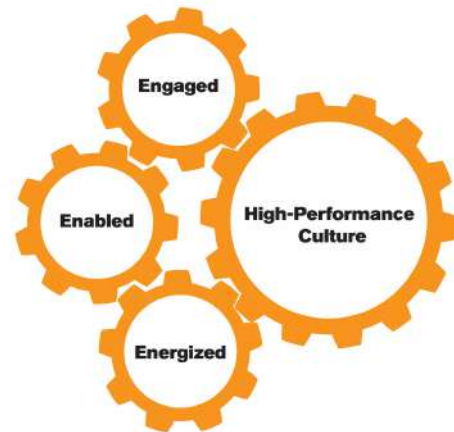
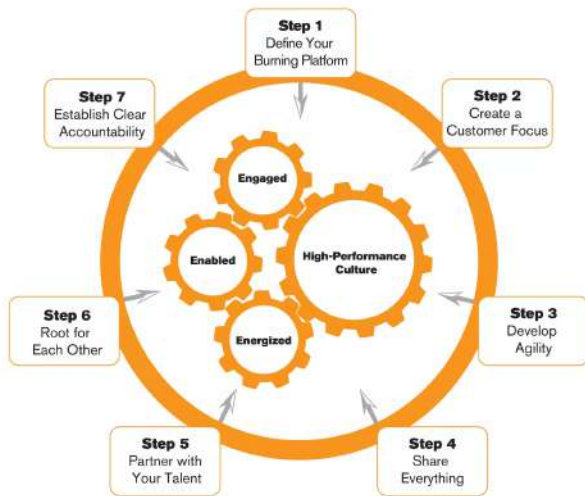
His talks are designed to:

- Enhance each participant's role as a powerful leader, break down silos, and foster greater collaboration and communication within teams.
- Drive overall employee engagement so leaders understand they are in control of their cultures, and they have the most influence to improve employee engagement and build loyalty during rapidly changing times.

Adrian's presentations are custom designed with elements from the most requested keynotes summarized below. Concepts and data are gathered from more than 20 years researching and consulting with high-performing organizations—including leadership best-practices, enhancing resilience at work, fostering greater collaboration, and spurring innovation and positive change management.



## All In: How the Best Leaders Create a Culture of Belief and Drive Big Results



In this interactive and engaging session based on the *New York Times* bestselling business book *All In*—which includes research from more than 300,000 people in high-performance organizations—Gostick & Elton teach leaders how to Engage, Enable and Energize their workforces.

The presentation outlines how high-performance organizations deliver extraordinary results by creating a vibrant, productive culture where people believe that what they do matters and that they can make a difference. In this presentation, the authors relate stories of leaders in action that vividly depict just how these powerful methods can be implemented.

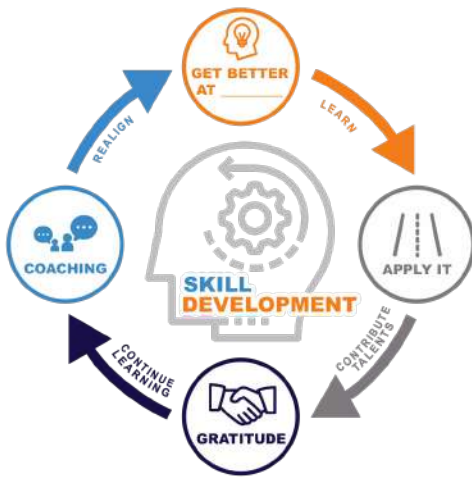


### Key Learnings

- The 3 characteristics of the world's most profitable, productive organizational and team cultures.
- The 7 steps today's most successful managers use to generate buy-in and belief.
- How managers at any level can build a productive workgroup culture of their own—where employees commit to the culture and give that extra push of effort.

# Build Resilience & Psychological Safety

- 50% of workers say anxiety negatively affects their performance.
- 75% say the most stressful part of their job is their immediate supervisor.
- 60% of organizations plan to address anxiety & well-being in the next three years.



Even before the pandemic, anxiety was crippling the performance of workers—especially young employees. Today it is affecting productivity and leading to ghosting and burnout.

In their bestselling book from Harper Business, *Anxiety at Work: 8 strategies to help teams build resilience, handle uncertainty, and get stuff done*, and in their keynotes/workshops, Gostick & Elton offer 8 tactics for managers to help their employees build resilience.

## They Teach Leaders:

- How to spot the signs of employees hiding anxiety
- Solutions to alleviate stress
- Ways to help team members manage uncertainty
- How to help people speak up when feeling overwhelmed
- Ways to beat perfectionism and get things done
- How to instill an ethic of inclusion and support

## PRAISE FOR ANXIETY AT WORK

*"Anxiety at Work offers leaders a simple, yet powerful approach to increase productivity and resilience by building a more compassionate workplace. When we focus on compassion, our teams are more effective, and we benefit from increased productivity and mental and physical health. In this guide, leadership experts Gostick & Elton provide the tools to help teams avoid burnout and create a single-minded focus on purpose and goals."*  
 Leah Weiss, PhD, founding faculty of Stanford University's Compassion Cultivation Program & author *How We Work*

*"Saving this book feels like snuggling up in a warm comforter on a cold day. The enormous demands of our world are mitigated by using the insights offered. The ideas, stories, and tools will help anyone tame apprehensions and turn anxiety into assurance."*  
 Dr. Dave Ulrich, Rensis Likert Professor, Ross School of Business, University of Michigan; Partner, The RBL Group

**John C. Maxwell**  
 #1 New York Times bestselling author; world-renowned leadership expert

*"Few things can paralyze the progress of any team or organization like anxiety. Anxiety at Work offers practical ideas to help leaders develop healthier mindsets and healthier teams. This is a smartly written, step-by-step guide to creating a work culture that will attract and retain great people."*

**Jay Shetty**  
 #1 New York Times bestselling author of *Think Like a Monk*, Host of #1 Health Podcast *On Purpose*

*"Gostick & Elton show leaders how to filter out the noise and confusion that is all around and help their people lock within to build their strengths. This book will help you create new habits that will guide you to a better team and a better life."*

**Dr. Marshall Goldsmith**  
 New York Times bestselling author of *What Got You Here Won't Get You There*, World's #1 Leadership Thinker

*"When our team members feel too much anxiety, they attack change; they become combative or controlling as they try to ease the pain they feel. In this brilliant new book, Gostick and Elton help leaders build resilience with practical tools culled from decades coaching leaders to improve their organizational cultures."*

**Mel Robbins**  
 #1 bestselling author of *7 Habits of Highly Effective People*, #1 *Success* magazine talk show host, CNN on-air analyst

*"I'm so grateful Gostick and Elton have turned their attention to helping in the working world, where tens of millions of employees feel overwhelmed and overanxious. In this fabulous new book, leaders will learn how to identify anxiety in their team members, understand the triggers, and provide the right support. Anxiety at Work is the tool that businesses have been waiting for."*

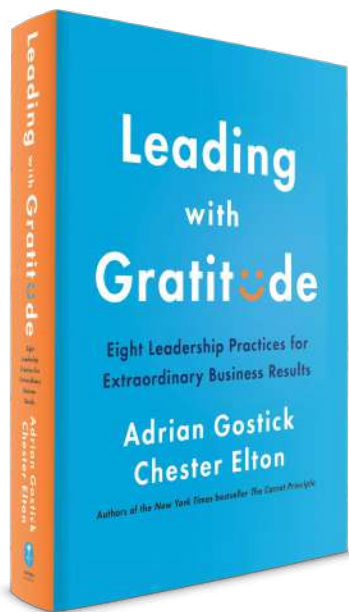
*"Anxiety at Work is brimming with practical ideas on how to create a safe, productive place to work—from the globally recognized thought-leaders in culture and employee engagement. This desperately needed guide will become an instant classic."*  
 Dr. Tasha Eurich, New York Times bestselling author of *Insight and the Bankable Leadership*

*"The best leaders harness the collective intelligence of their teams to find answers in the hardest of times. Anxiety at Work is a blueprint for reducing stress, building resilience, and creating an environment where people feel safe to take risks and grow. In a time of great uncertainty, this book is going to help leaders see the world in a new way and bring out the best in everyone on their team."*  
 Liz Wiseman, New York Times bestselling author of *Multiplicities* and *Rookie Smarts*

## Leading with Gratitude: Eight Leadership Practices for Extraordinary Business Results

Leadership concepts that can increase employee engagement and will help you attract and keep great talent.

In their powerful keynote, the authors introduce research that shows how a few vital leadership skills—when done right—can boost employee engagement and reduce turnover. They also share the fascinating science behind why so many managers resist (aka: suck at) something so seemingly simple as gratitude.



### Your Attendees will learn:

- How gratitude helps managers understand the value their people are contributing—and what more their team members may have to give
- How appreciation of employee efforts can enhance motivation & productivity, especially during times of change—81% of people say they'd work harder if their boss were more grateful
- How leaders can master this skill to enhance team performance & trust—introducing the 8 most powerful gratitude practices



“Amazing! Ideas that will have a remarkable and immediate impact on your ability to lead people.”

*-Marshall Goldsmith, pioneer in the field of business education and leadership coaching*

## The Best Team Wins: 5 Disciplines of the Most Effective Team Leaders

*Based on an 850,000-person study of the most profitable, innovative work teams, the authors introduce the new science of teamwork*

The vast majority of employees now work collaboratively, but 96% of executives cite poor teamwork as the main source of workplace failures. How can managers better lead teams to improved performance given the volatility and challenges they face today.



### This session introduces solutions to address:

- \* Enhancing speed to productivity
- \* Working cross-functionally
- \* The rise of the Millennials/GenZ
- \* Attracting & retaining great talent

Gostick & Elton's research has shown a set of leadership disciplines that makes the biggest difference in building today's best teams.



### Their teaching will help your leaders:

- Manage to the One—Identify the unique drivers of each team member
- Speed to Productivity—Help new people and teams work faster & smarter
- Challenge Everything—Inspire innovation through healthy discord
- Find Focus—Build bridges across functions, cultures, and distance



## About Adrian

### Best Selling Leadership Author & Organizational Culture Expert

#1 bestselling author Adrian Gostick provides advice to some of the world's largest organizations on managing change, driving innovation, and leading high-performance teams.

Gostick is a global thought leader in the fields of corporate culture, leadership, and engagement.

He is founder of The Culture Works, a global consultancy and author of the #1 *New York Times*, *USA Today* and *Wall Street Journal* bestsellers *All In*, *The Carrot Principle*, *Leading with Gratitude*, and *Anxiety at Work*. His award winning books have been translated into 30 languages and have sold more than 1.5 million copies around the world.

Gostick writes weekly on leadership strategy for *Forbes*, and his work has been called “fascinating,” by *Fortune* magazine and “creative and refreshing” by the *New York Times*. He has appeared on NBC's Today Show, CNN, and CNBC, and is often quoted in *The Economist*, *Financial Times*, *Newsweek*, and *Wall Street Journal*. In 2022, Adrian was ranked as a top 10 Global Guru in Leadership and Organizational Culture.

As an executive coach, he is a member of Marshall Goldsmith's MG100 'Pay it Forward' Coaching Cohort. His consulting clients include Danaher, Bank of America, Boursa Kuwait, Rolls Royce, and Zoox.

# What Adrian's clients say



"What an extremely engaging and motivating talk for our team and clients in Hong Kong! Most importantly, the content was tailored perfectly to ensure it was relevant to our fast-paced and forever-changing needs."

*Sally Williams, Executive Director, [Morgan Stanley](#)*



"Messages that were right on target and resonated beautifully with all. Wonderful delivery of insightful lessons with great humor captured our minds and hearts. If they had kept going, we'd still be with them."

*Tom Joyce, CEO, [Danaher](#)*



"A total success!!!! The best speaker we've ever had!"

*Ney Díaz, President, [Intras, Dominican Republic](#)*



"Thank you Adrian for joining us at our Lockheed Martin executive dialogue. I don't think I have ever seen a leadership or engagement presentation as clear and compelling as yours. You provided not only the 'what' and 'why' but the 'how to' lead and manage to the one. Your presentation will go a very long way in helping us build a more aligned and engaged team of teams!"

*Kevin Mangum, Vice President, [Lockheed Martin](#)*



I want to thank you, again, for your impactful and energizing presentations yesterday to Michigan Medicine. We were all extremely impressed with your ability to weave your work with our organizational challenges, as well as connect your talk to the Executive's opening remarks, not to mention remember everyone's names. Absolutely flawless!

*Jane W. Pettit, MS, Leadership Development Manager, [Michigan Medicine](#)*



Adrian can accelerate any company culture, no matter how large or small. He provides tangible, relevant and practical insight on not only creating and maintaining healthy employee engagement, but more importantly helping your leaders buy into the power of appreciation.

*Travis Doster, Sr Director of Communications, [Texas Roadhouse](#)*