



## PEOPLE PERSONALITIES & THE PLAGUE

*Navigating Workplace Relationships*

What is the common thread between the Bubonic plague, an 8.0 magnitude earthquake and teamwork? A potentially devastating impact on a large number of people in a very short period of time. Although teamwork may not be deadly, it does greatly affect employees at all levels of an organization. Negativity in the workplace tops the list of reasons for employee turnover, and the lack of trust among both management and employees fuels animosity. People Personalities & the Plague is designed to recharge the batteries within your organization, build trust and morale and create a culture where everyone plays nicely in the sandbox. With Gregg's techniques in place, the organization thrives with a stronger team culture, a more highly energized workforce, compatibility across team lines, and greater profitability.

How much does employee turnover cost your organization? Studies by American Management Association report, depending on industry and job level, employee turnover can cost between 25 and 250 percent of annual salary per exiting employee. Here's some quick math: At a \$100,000 salary, an employee leaving your company may cost you upward of \$250,000 ... That's not just to advertise, interview, hire, and train a new employee, but think less obvious: a loss in productivity, specialized knowledge, contacts, clients, and potentially a diminished workforce.

Bottom line ... Employee turnover is toxic. So, how can it be minimized? It all comes down to one factor: trust or lack there of it. The truth is, turnover is just a symptom. A lack of productivity and communication, inability to deal with change, negativity, an avoidance of accountability ... they are all symptoms stemming from a lack of trust. Negativity in itself is a cancer that obliterates a team's morale, wounds crucial relationships, and causes detriment to the culture of the entire organization. Addressing the symptoms is merely a short-term solution. The underlying condition, a lack of trust in this case, must be treated to reap the benefits of a productive, collaborative workforce. Ultimately teamwork makes the dream work.

### **Attendees will learn...**

- \* The importance of creating core value basics and how to create them
- \* The necessity of breaking the stovepipes, silos and buckets that exist today
- \* How to apply the age-old navigational concept of T-V-M-D-C to business
- \* How trust can affect the team's culture
- \* Why mutual accountability makes the team stronger
- \* The importance of understanding a team's chemistry
- \* Why generations work and communicate so differently
- \* Why knowledge of employee behavioral styles can help team members communicate more effectively
- \* How to break out of the stove pipes, silos and buckets we put ourselves in
- \* The four-step team matriculation process
- \* The 7 levels of team empowerment

***People Personalities & the Plague*** weeds out negativity, builds trust and alliances across department lines, and creates a positive culture by addressing these key concepts:

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