

The 4 Workplace Imperatives

Putting Them to Work When They're Needed Most

For decades, Maslow's hierarchy of needs has been *the* standard for understanding what motivates people. It has always been important, but during these challenging economic times, it is absolutely crucial. Only by understanding people's needs – and putting the insights to work – can we create strong and resilient workplaces that endure during tough times and thrive during good times.

This session takes a practical approach. Brought to life with real-world examples and best practices, it gives leaders at all levels an in-depth understanding of **four workplace imperatives**. Each is derived from building blocks in the hierarchy of needs.

SESSION FORMAT	ENGAGE:	TIME FRAME	CONTACT
<p>This is an in-depth session that gets people thinking in new and important ways. Filled with examples and ready-to-use ideas, it gives participants everything they need to move from reactive to proactive during these challenging times.</p> <p>On-site sessions at companies and agencies can be tailored for leaders, managers, or supervisors – or for a combined group. For leadership teams, a roundtable format is available to allow for extensive Q-and-A and dialogue.</p>	<p>Now is an ideal time to engage people – to involve them more fully in solving problems and seizing opportunities to strengthen the workplace. Why now? Because these tough times have made people more invested in their organizations. They care more because they know the stakes are high. They want their workplaces to succeed over the long term. The session shines light on this opportunity and shows participants how to make the most of it.</p>	<p>On-site presentation for a company or agency: 1-3 hours</p> <p>On-site workshop: Half day to 2 days</p> <p>Presentation for a business group or association: 1-3 hours</p> <p>Conference Keynote: 45-90 minutes</p>	<p>email: contact@TomTerez.com</p> <p>phone: 614-488-9721</p> <p>web: TomTerez.com/contact</p>
	<p>AFFIRM:</p> <p>When people believe that their strengths are recognized, they use those strengths every day. When their efforts are valued and appreciated, they take greater pride in their work and end up getting more accomplished. This kind of genuine, everyday recognition calls for emotional intelligence, and in tough times, it can't be left to chance. Participants get practical recommendations for leveraging their EQ.</p>		
	<p>INVITE:</p> <p>In times of adversity, people do their best work when they're part of a well-knit workplace community. But unity doesn't happen automatically. To build a sense of teamwork and common cause in times like these, you need new ideas and approaches. The session delivers practical steps that participants can put to work right away.</p>		
	<p>INFORM:</p> <p>When times are tough, people fear what they don't know more than what they do know. So it's essential to do a better job of communicating on a daily basis. As the session unfolds, participants learn new ideas and techniques for keeping more people in a strengthened communication loop.</p>		