

## Turn Attrition To Attraction

How to keep the grass greener on your side of the fence

**Length: 25 - 45 mins**

### **Who it's for:**

Leaders eager to create and maintain an environment in which trust and human connection lead to greater well-being, higher individual and team performance, increased innovation and higher levels of retention.

### **Talk overview:**

Every organization strives for high performance, growth, productivity and results. And often, organizations don't realize they are self-sabotaging those efforts through the experience they create for their people.

When the culture we talk about doesn't align with the culture our people experience, Culture Dissonance occurs. People go into self-preservation mode and they find it more difficult to trust and develop connections with others. Healthy, productive environments have Culture Congruence, where the stated culture aligns with daily behaviors.

In this interactive talk, David draws on his personal experience, as well as the patterns he has observed in leaders and organizations around the world. He will identify the symptoms of Culture Dissonance and explore three specific leadership traits that, when put into practice, lead to Culture Congruence.

As a result of this session, participants will:

- Have a greater awareness of their leadership impact
- Understand a framework that can help them lead with greater consistency
- Have tangible tools that increase performance, retention, transparent communication, well-being and more

