

Eddie LeMoine Event Presentation

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Leading in Today's Challenging Times





eddie**lemoine**
international keynote speaker

www.eddielemoine.com



Remember when?



Remember when?



What Happened?

Agenda

How to get the most from this presentation

Engage me

now

Which way ?

This way to
happiness

Home/work
balance

Strengths

Desires

I love to do research....

- Conference Board of Canada
- Federal Government
- Blessings White
- Towers Watson
- Melcrum
- Gallup
- Regan Research





ANDREW YATES /



Why a Journey to engagement?





WHY ENGAGE



Evolution of Employee Engagement

1990
Employee satisfaction
are employees happy

Survive

2000
Employee commitment
are employees motivated

2007
Employee Engagement
are employees motivated
and do they know what
to do

Thrive



Operating Margin, Towers Watson



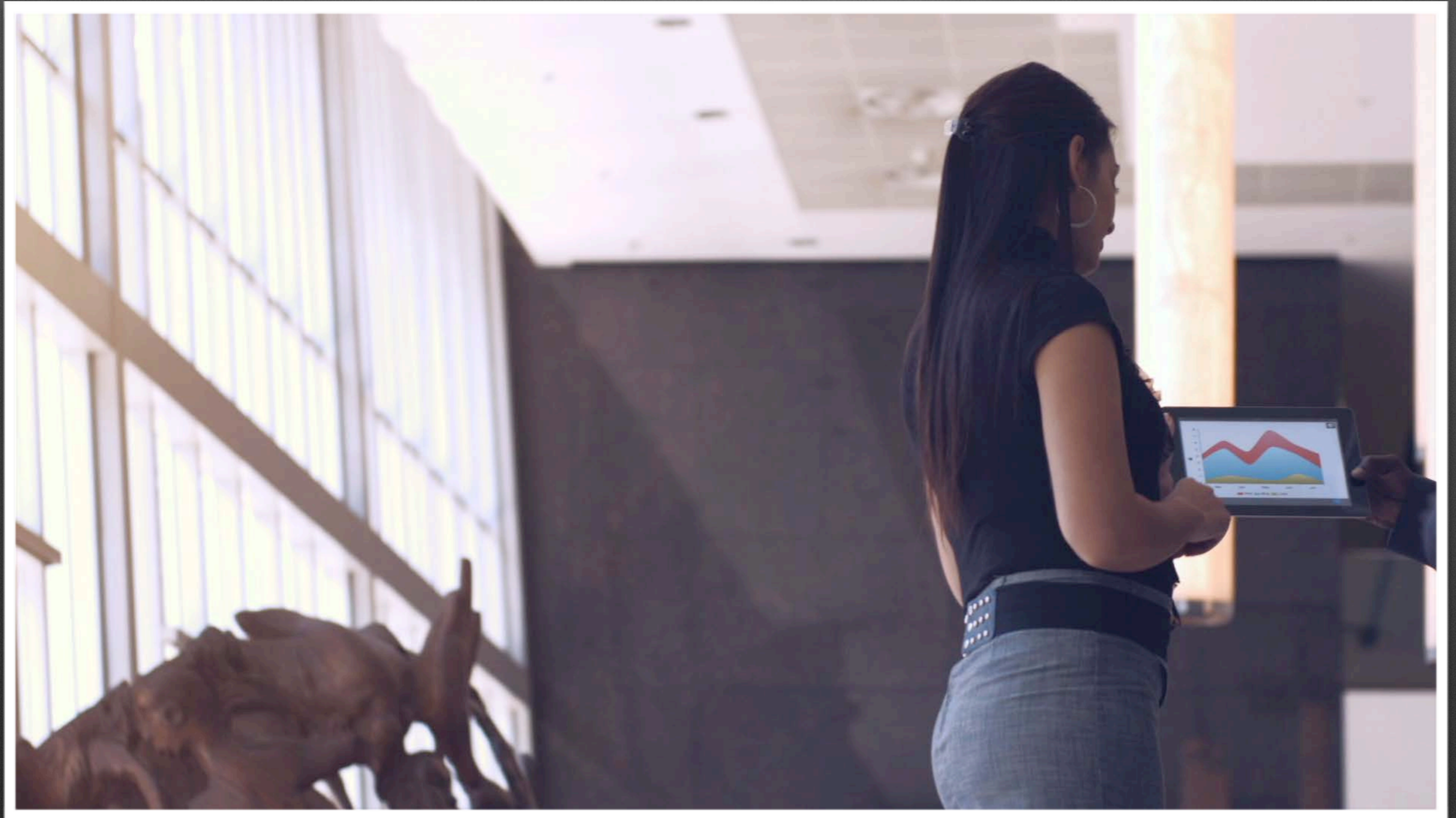


- 27% higher profits
- 50% higher sales

- 50% higher customer loyalty levels
- 38% above-average productivity

Source: Gallup

What is Engagement Anyway?



Telling Style of Leadership

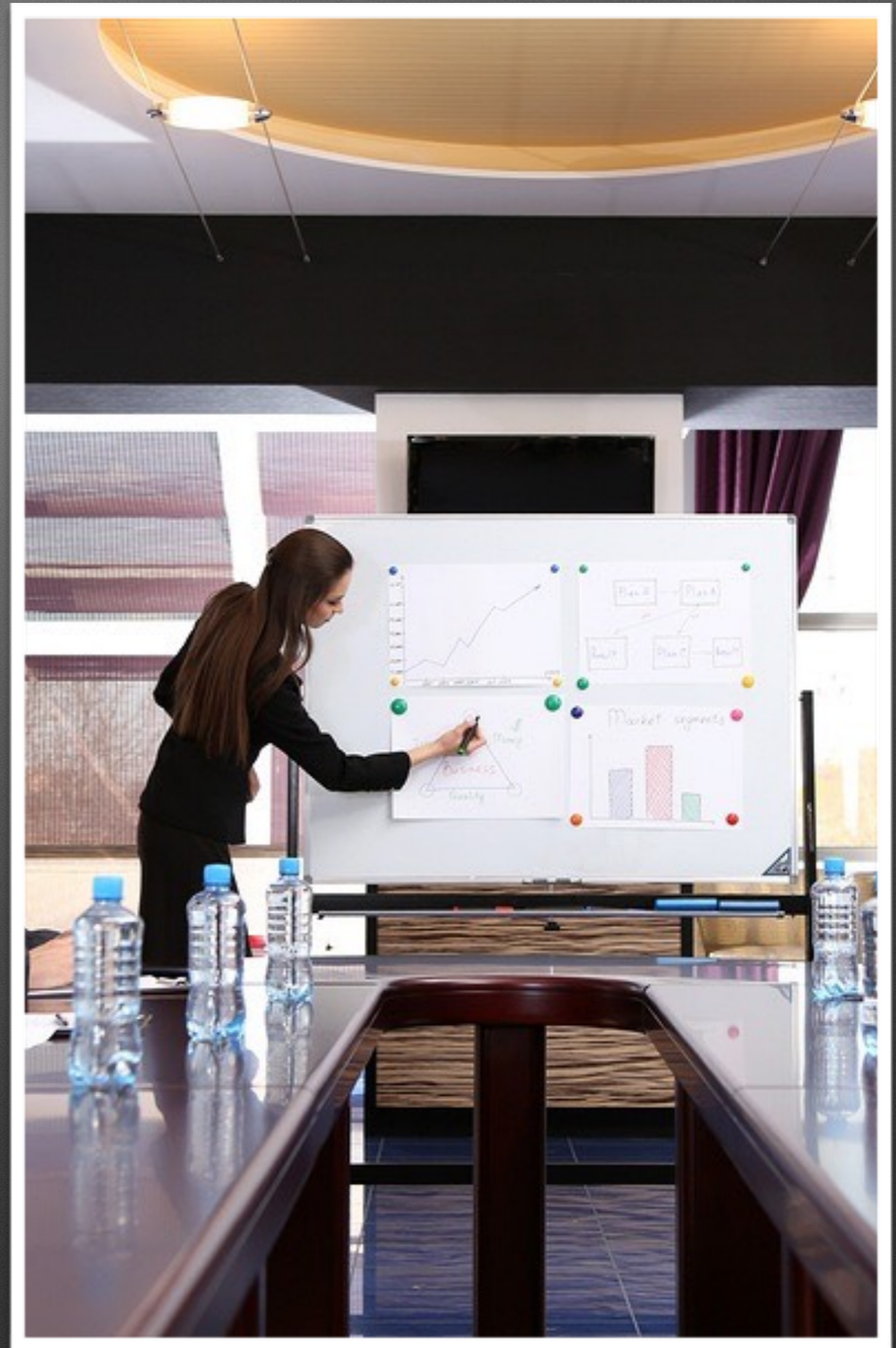
An environment of conformity



Selling Style of Leadership

Selling to the many what has been decided by the few...

- Compliant
- Low Engagement





Inclusion

looking for ideas
and support
throughout the
organization.

Enthusiastic participants

Co-creation

leveraging the strengths
of individual team
members to achieve
corporate goals.

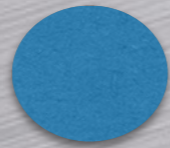
Enthusiastic participants

Discretionary Effort

Discretionary Effort

Value you receive
for compensation
acceptable level

\$20 Per hour



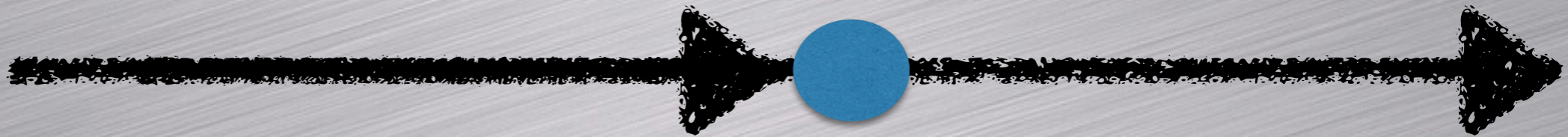
\$18 Per hour



Discretionary Effort

Value you receive
for compensation
acceptable level

\$20 Per hour



X Style Management



Discretionary Effort

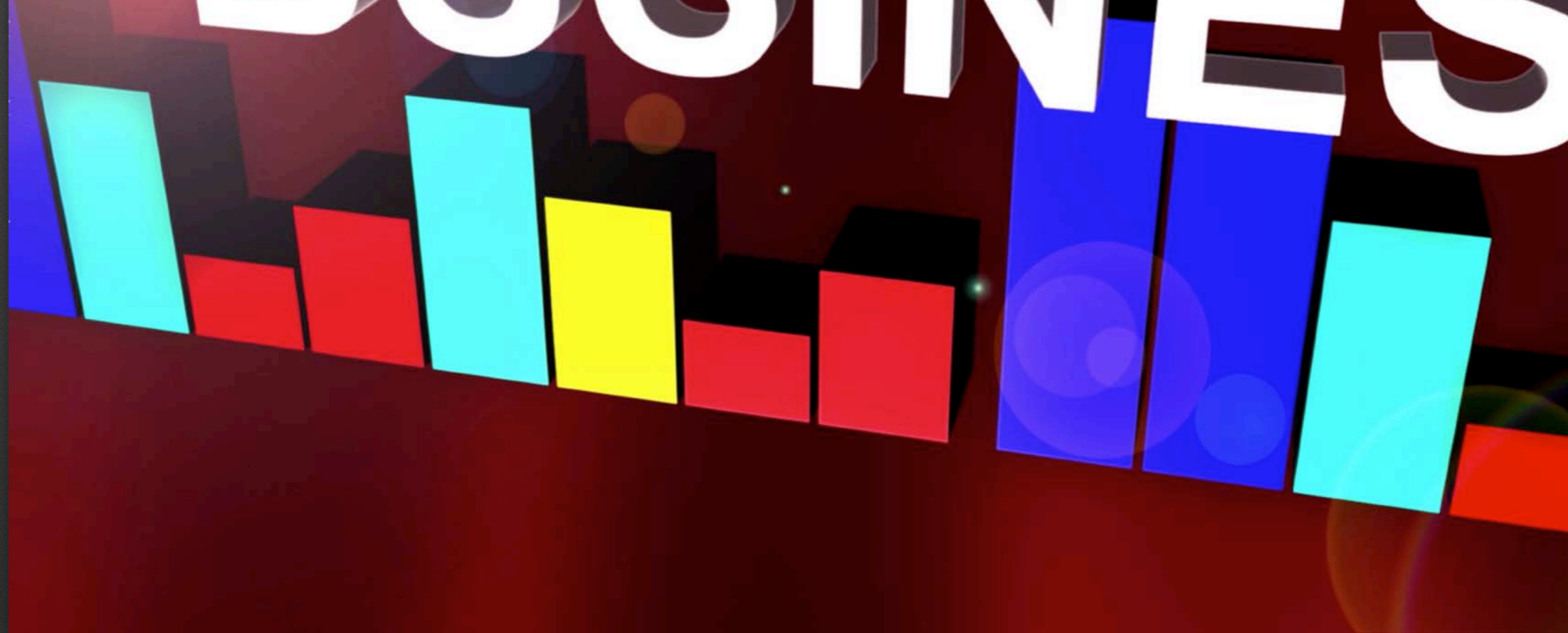
Value you receive
for compensation
acceptable level
\$20 Per hour



Y Style Management



BUSINES

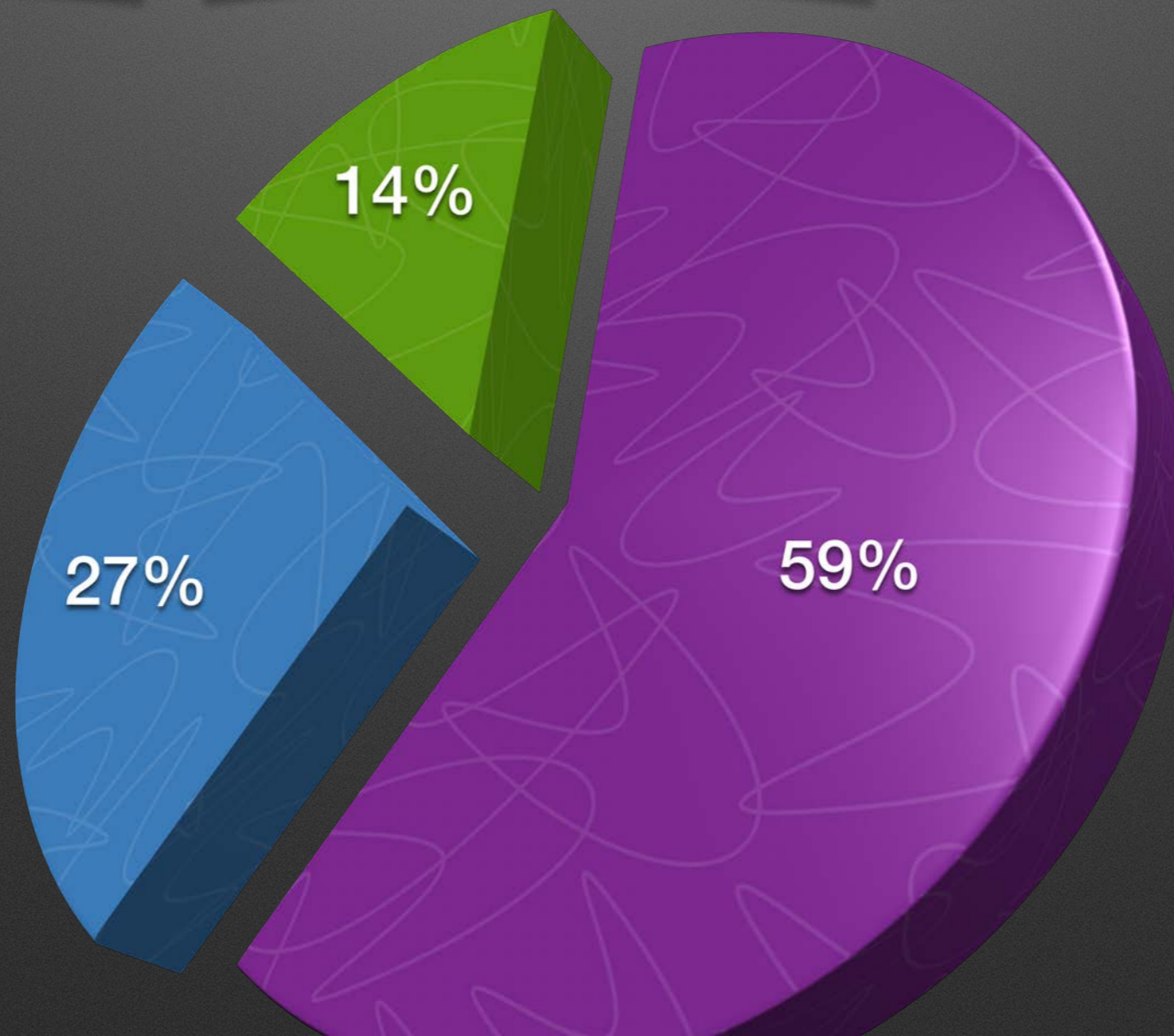


About the numbers

● Not Engaged

● Engaged

● Actively Disengaged



The Benefit and Cost of Leading and Engaged Team



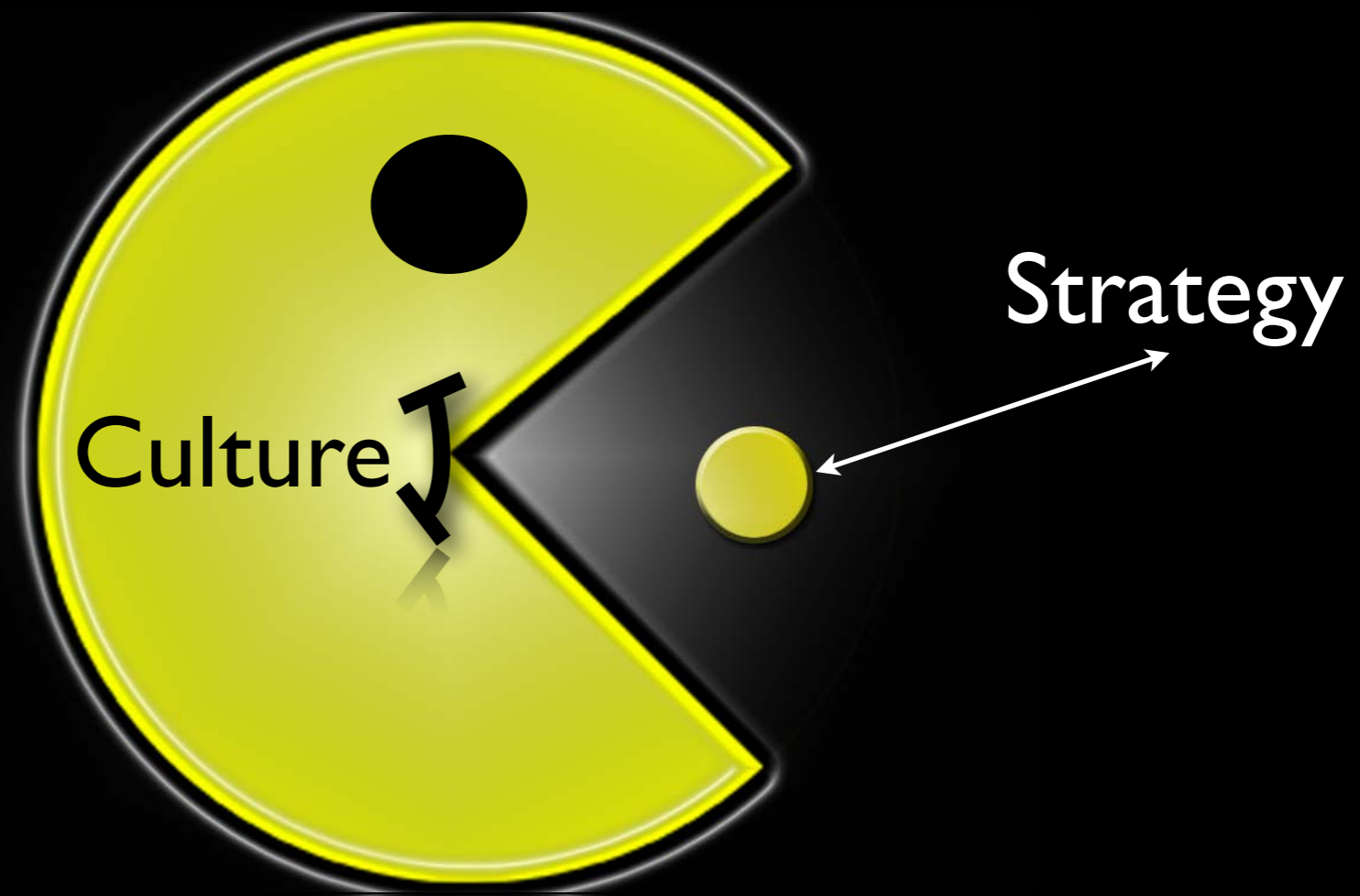


Why isn't it working?

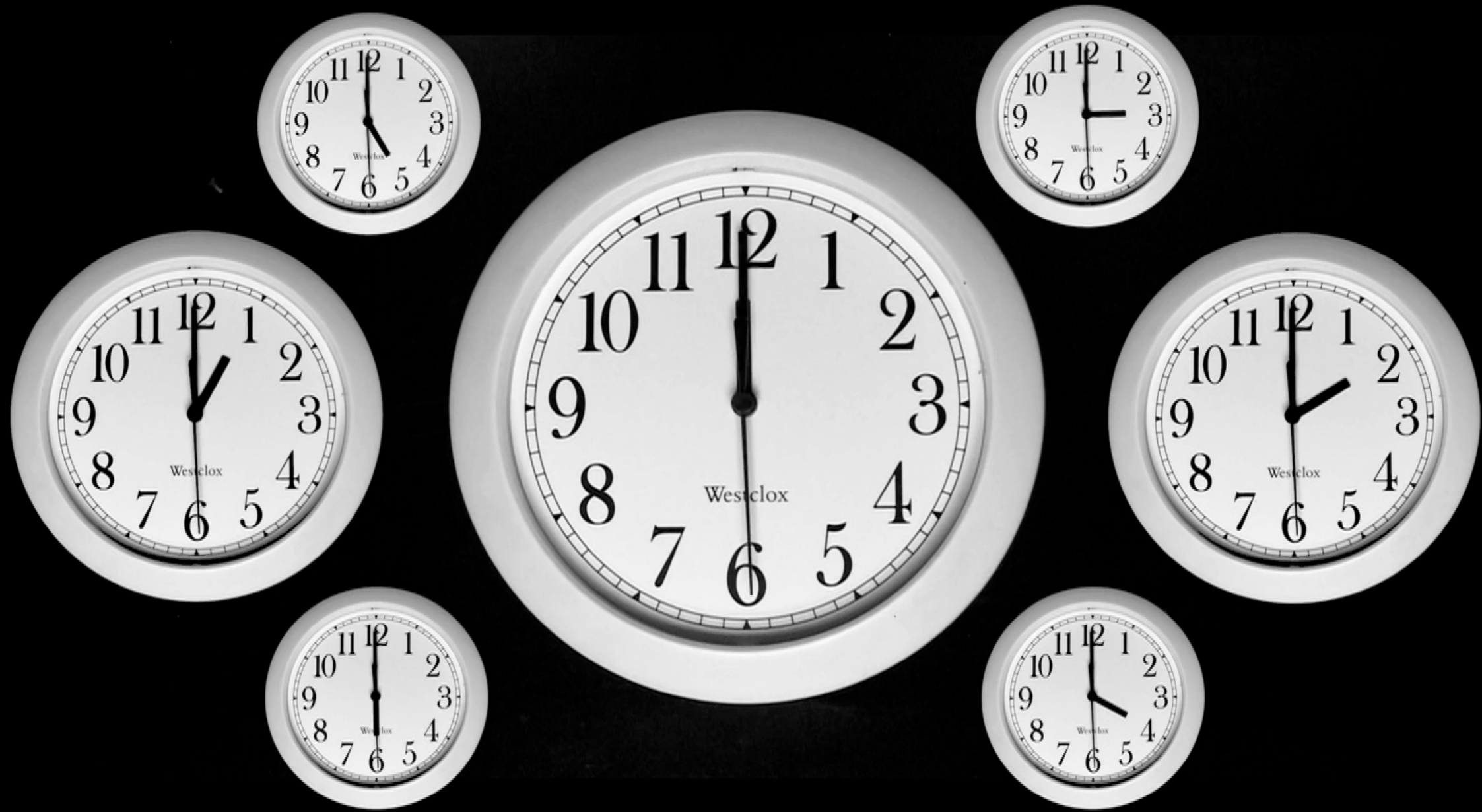
It always worked in the past.....



Culture vs Strategy,
what wins?



Culture eats strategy
for lunch



Trends that will impact you

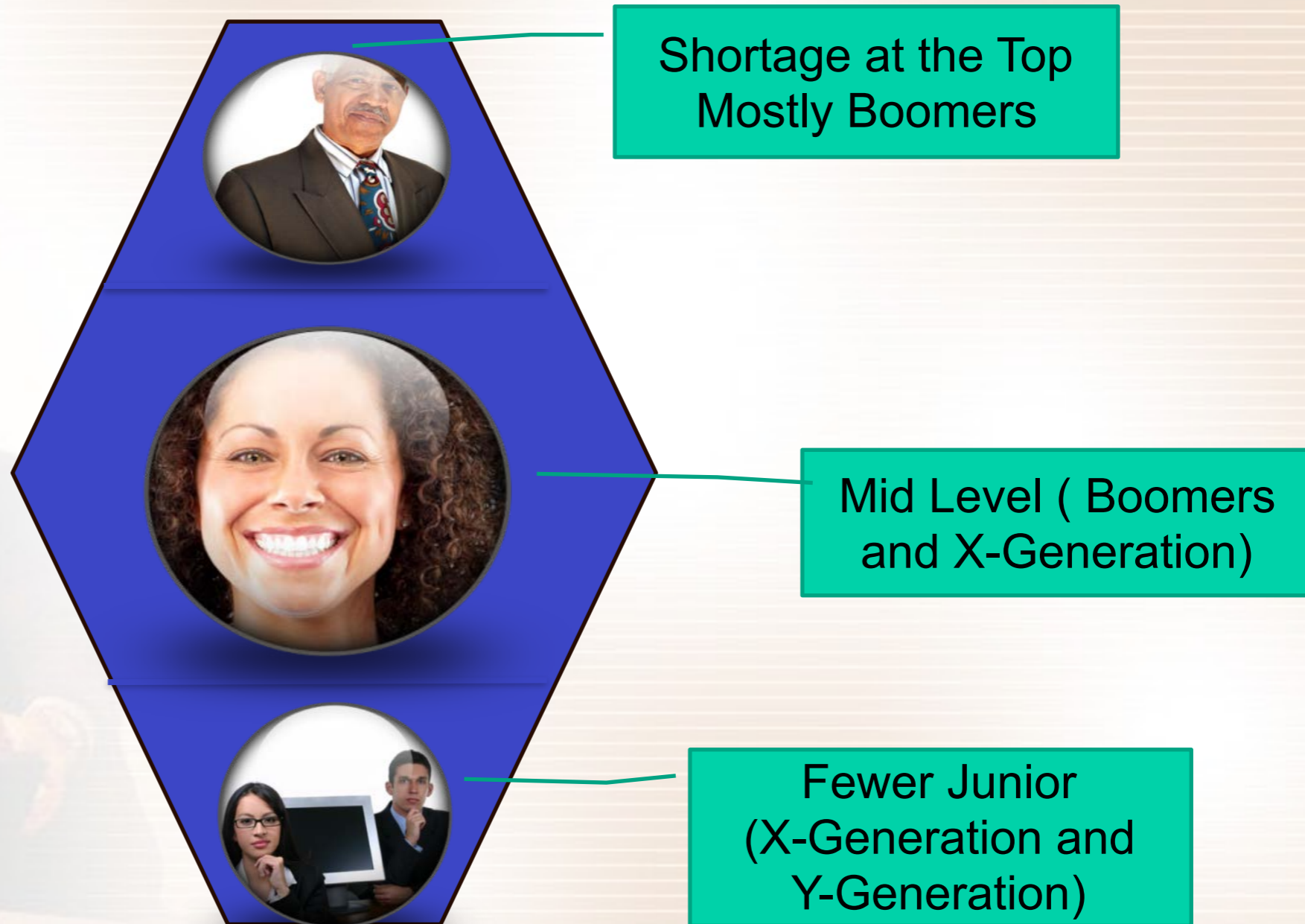


The aging population

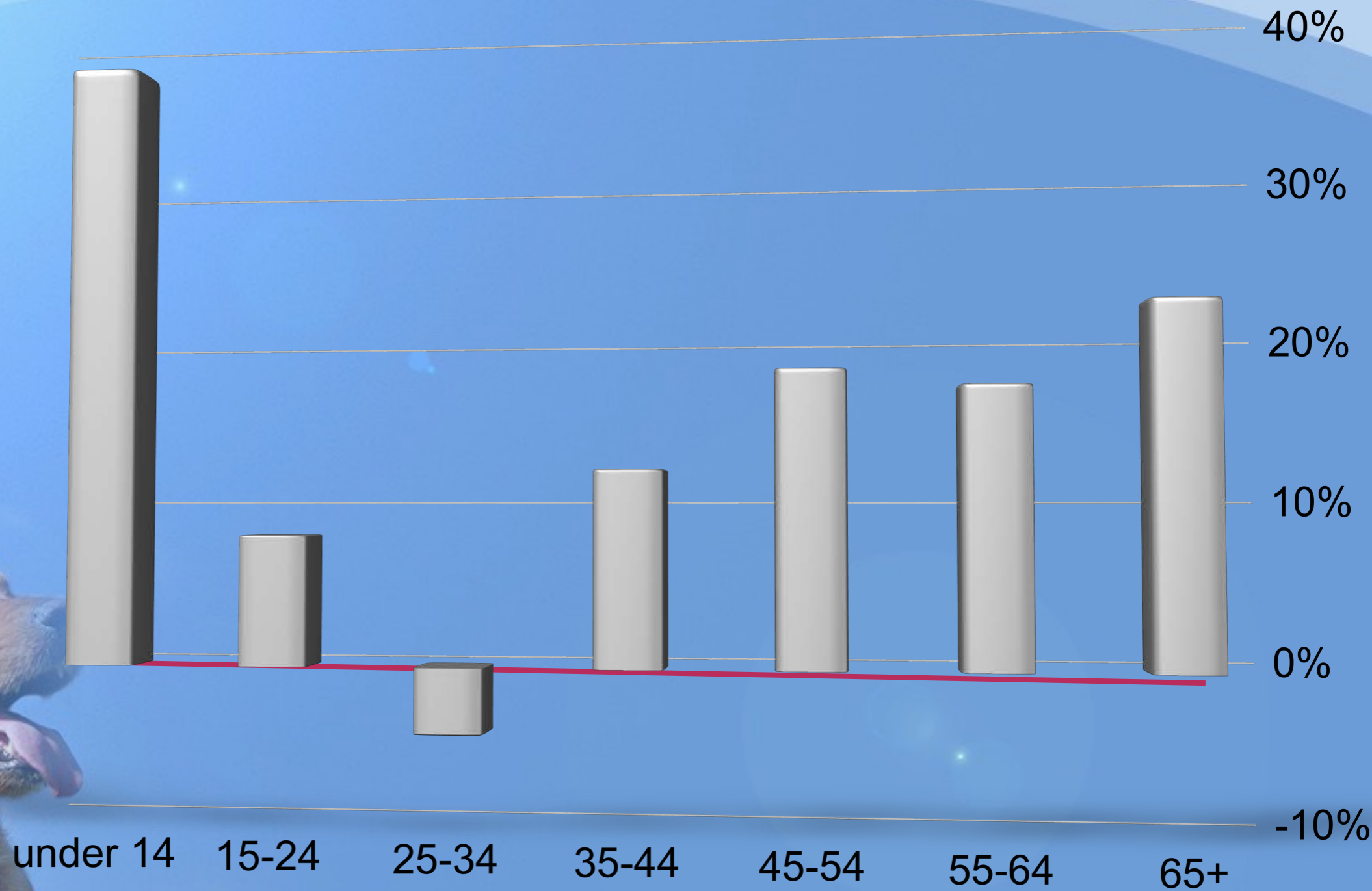
Past 20 years



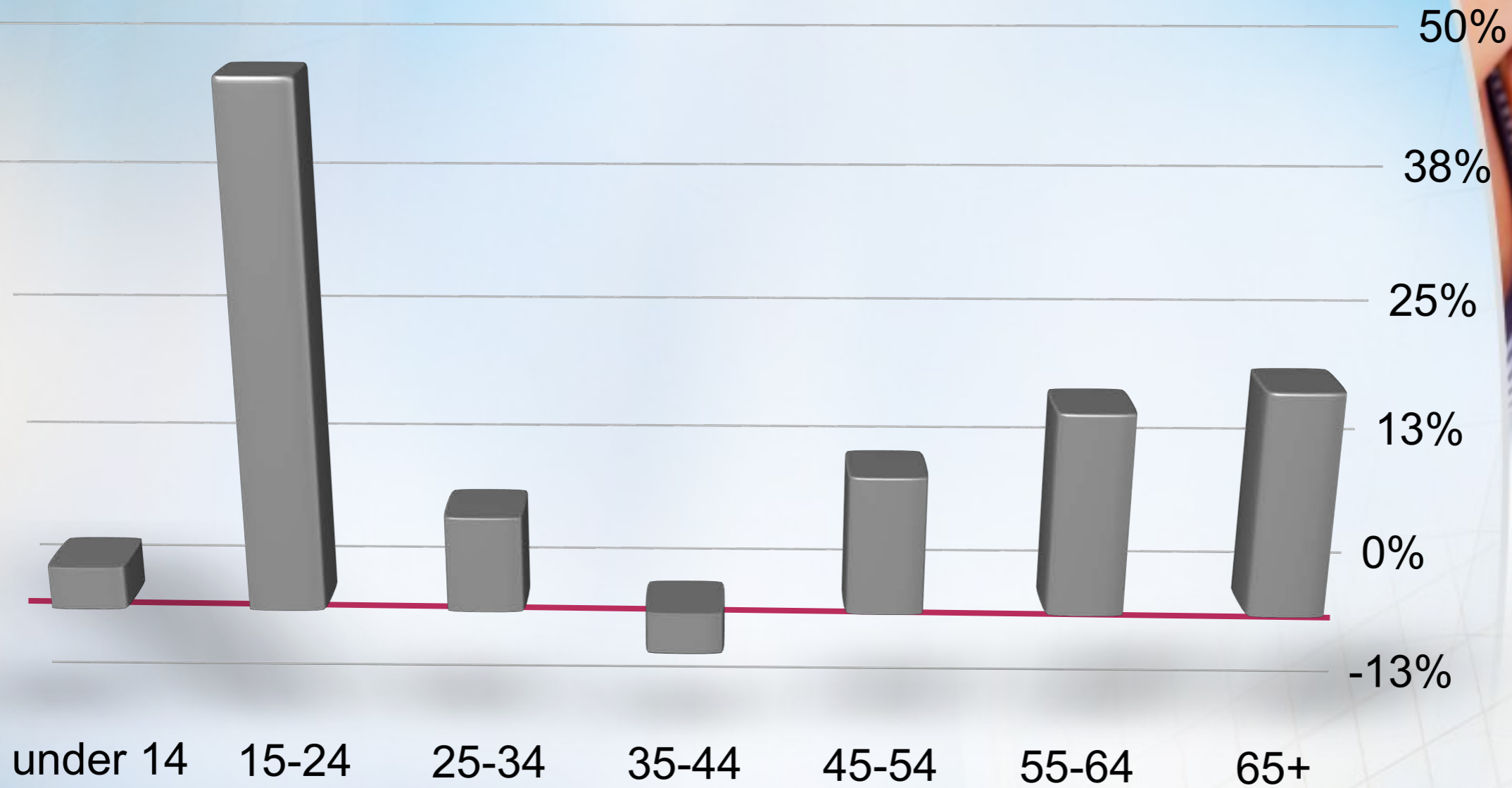
Next 20 years



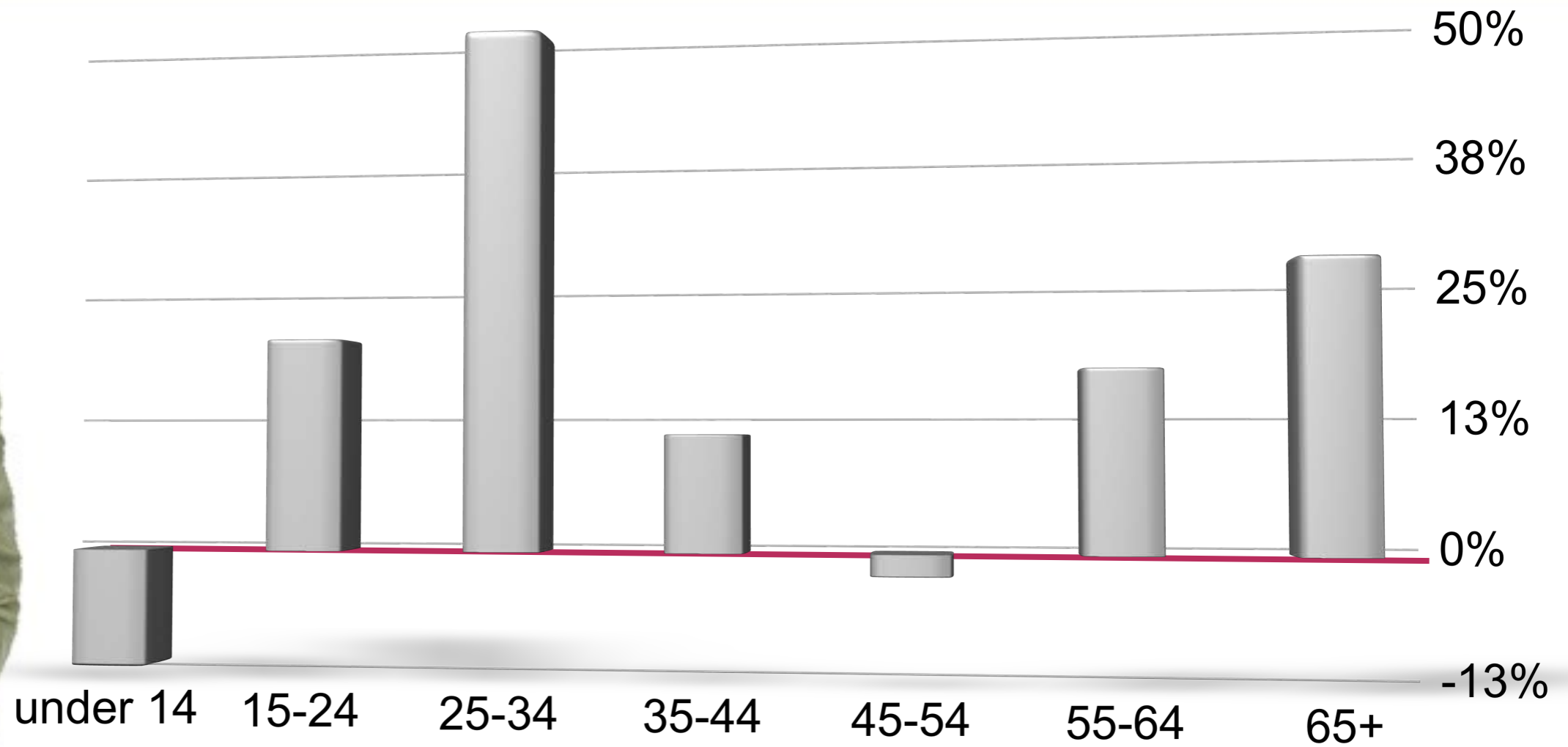
Population Growth 1950-1960



Population Growth 1960-1970

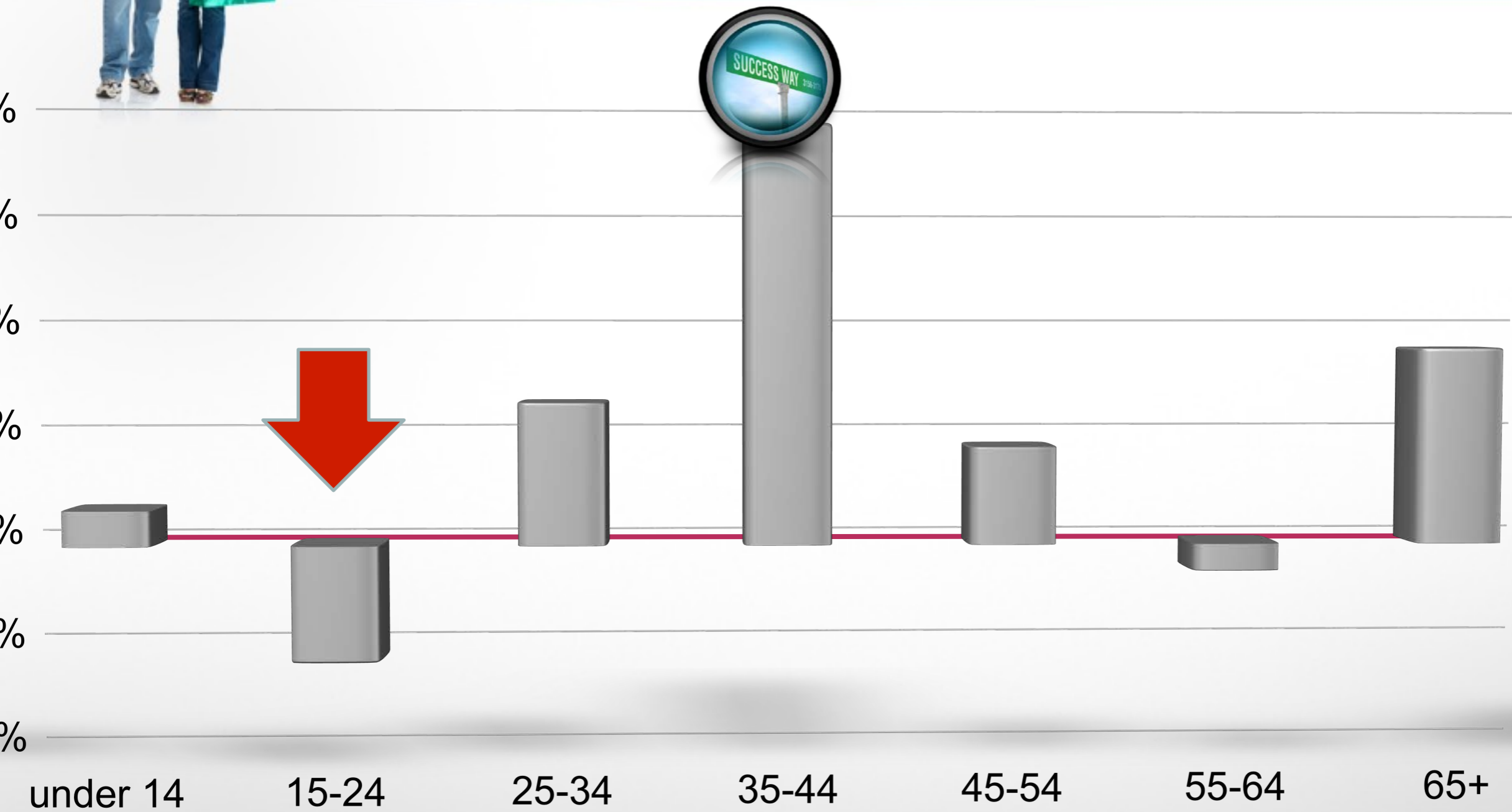


Population Growth 1970-1980



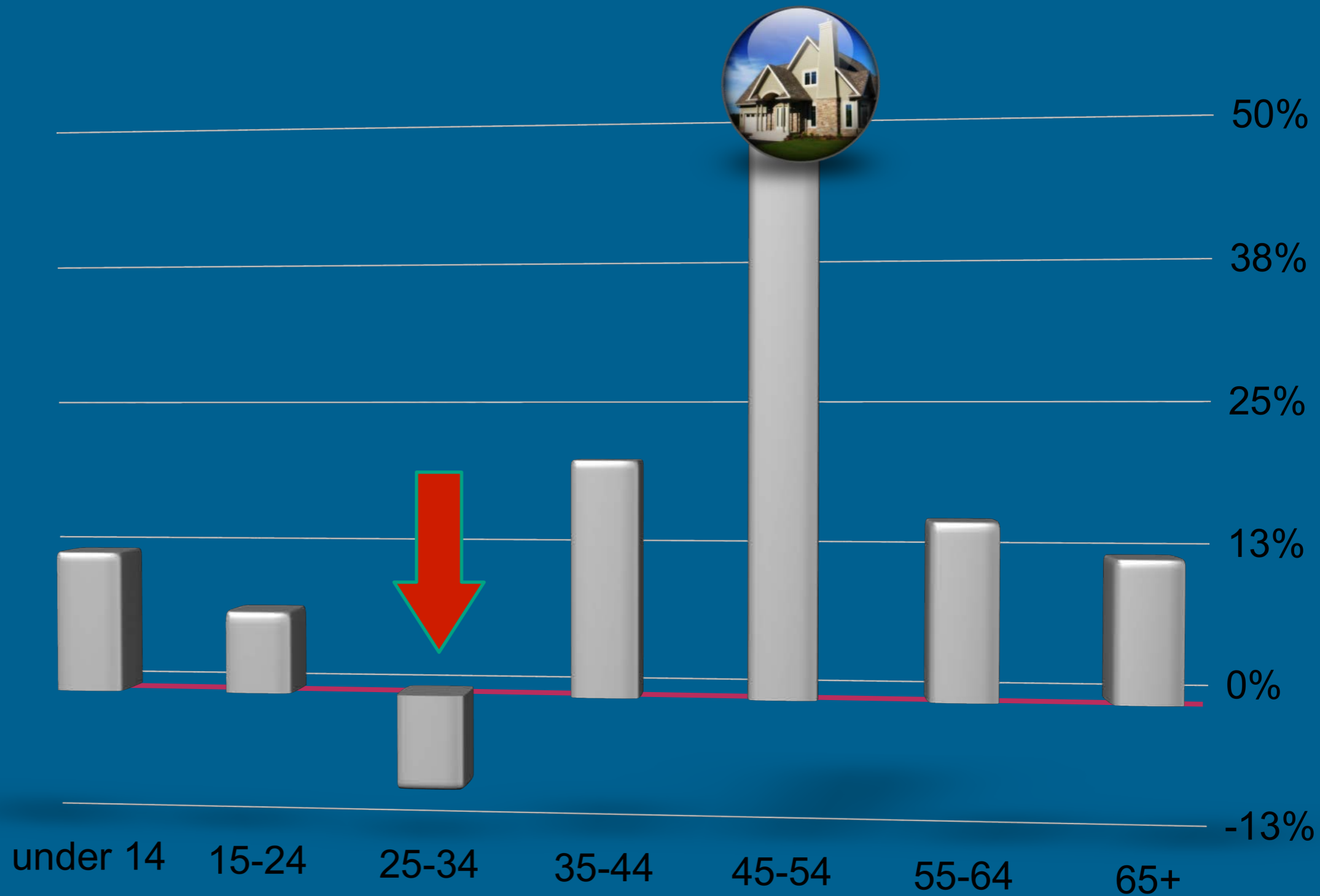


Population Growth 1980-1990

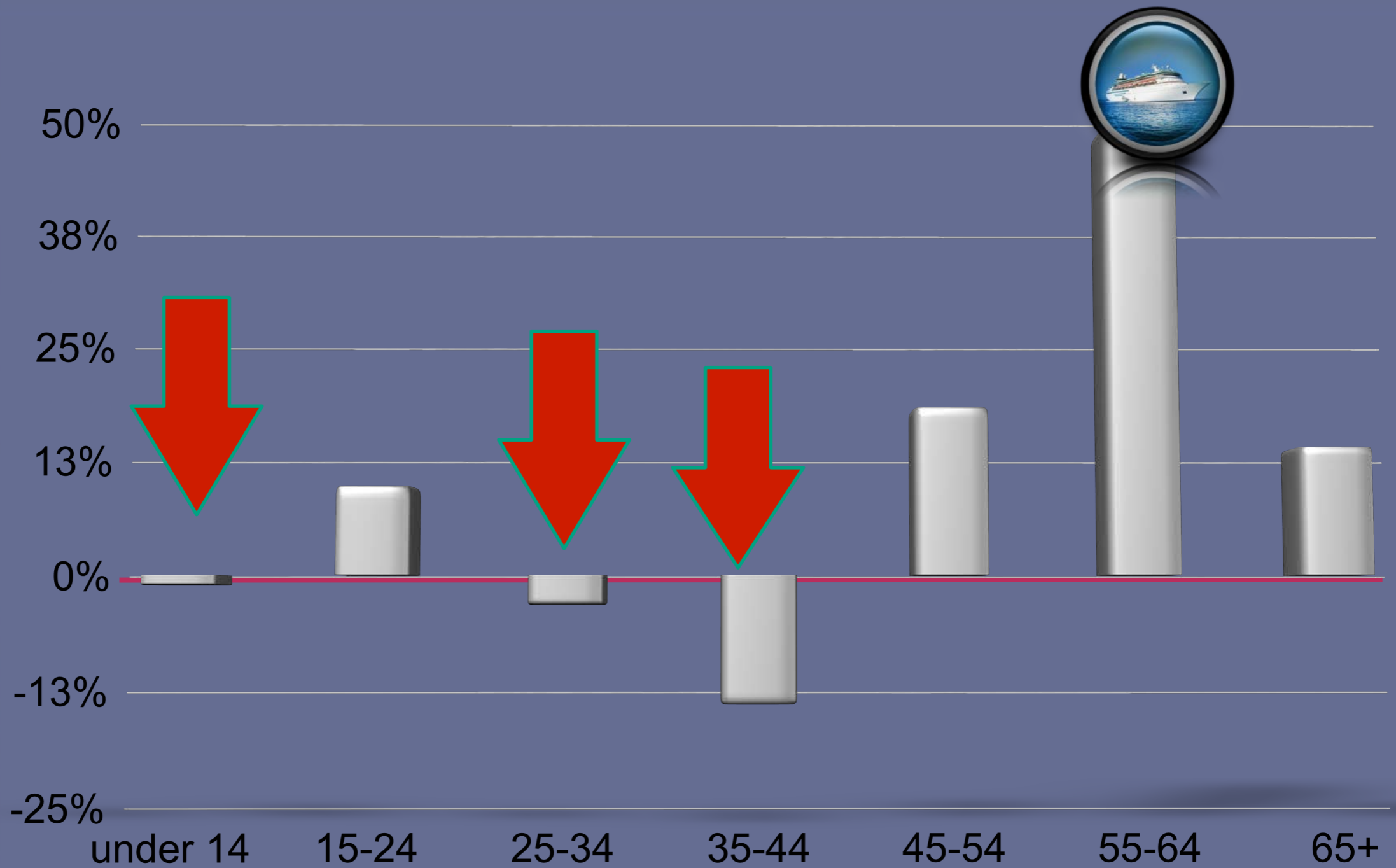




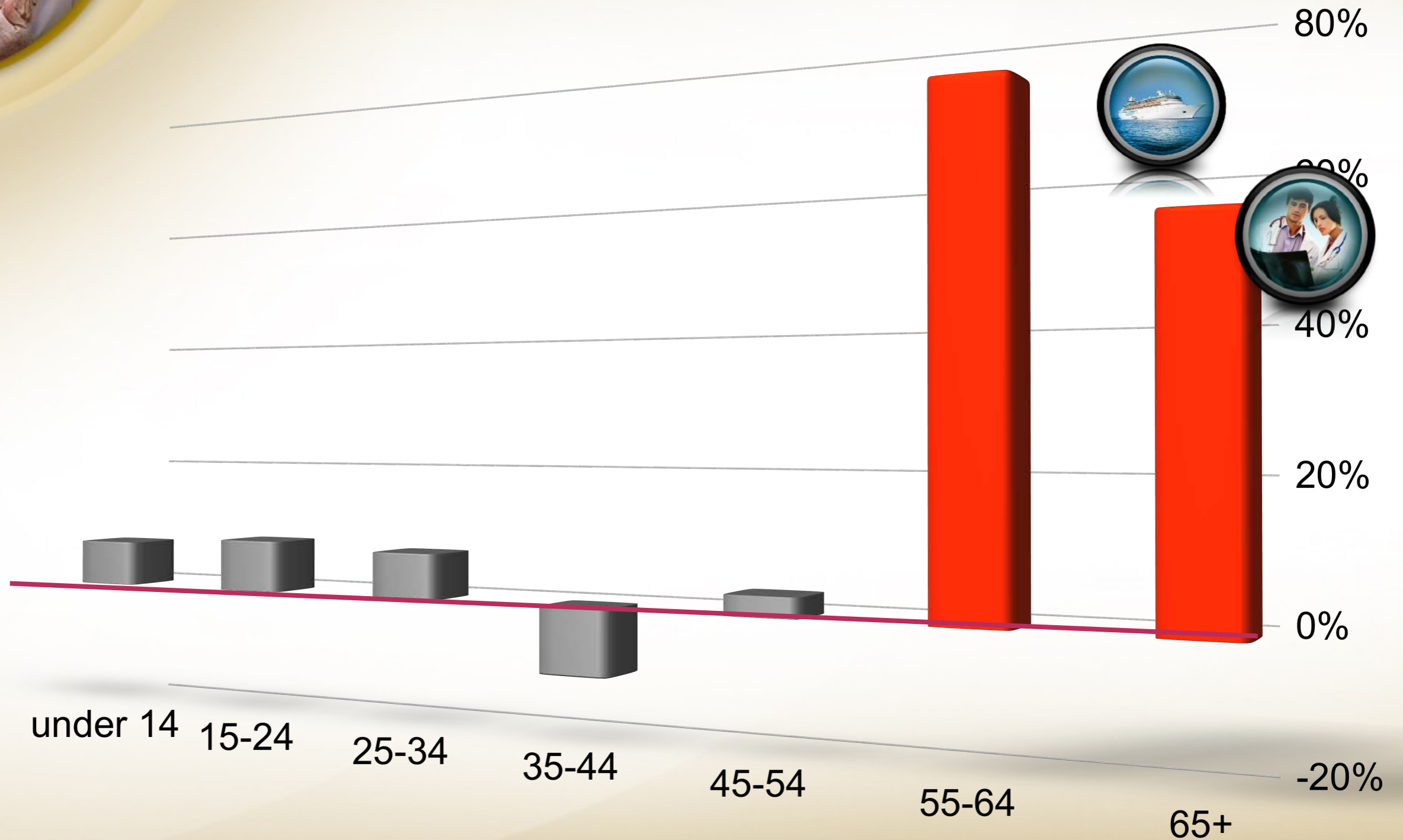
Population Growth 1990-2000



Population Growth 2000-2010



Population Growth 2000-2020





Opportunities



Competition in the future

Three key questions...





Why is this job important to me?





Who am I going to be working with?





What am I going to be doing?





**Why is this job important to me?
(This is why we join.)**





**Who am I going to be working with?
(This is why we stay.)**





**What am I going to be doing?
(This is why we leave.)**



Three keys to better leadership



Know them



Grow them



Inspire them



Get to know them



Gender



Culture



Age

What Generation are you?

- Mature Generation
(1909-1945)
- Baby Boomers
(1946 – 1964)
- Generation X
(1965-1978)
- Generation Y
(1979-1994)
- Generation Z
(Born After 1995)





Mature Generation (1909-1945)

- **Thoughts about them**
 - Duty
 - Sacrifice
- **Major Events**
 - The Great Depression
 - WW II
- **Key influencers**
 - Loyal
 - Strong interpersonal skills
 - Like flexitime
 - Promotions from tenure, ethical
 - Occupy many board positions



Baby Boomers (1946 – 1964)

•Thoughts about them

- Individuality, “Me” Generation

•Major Events

- Vietnam War
- 67 Centennial Year
- The Cold War

•Key influencers

- Bill Gates
- Pierre Trudeau
- Brian Mulroney
- Oprah Winfrey

At work

- Evaluate themselves and others based on their work ethic
- Hours worked more important than productivity
- Believe teamwork is critical to success
- Believe relationship building is very important
- Expect loyalty from

Generation X (1965-1978)

- **Thoughts about them**

- Skeptical
- Reluctant
- Self Sufficient
- Loyal employees

- **Major Events**

- Fall of the Berlin Wall
- The Gulf War
- The PC boom

At work

- Shun do-or-die Boomer work ethic
- Want open communication regardless of position, title or tenure
- Respect production over tenure
- Value control of their time



Generation Y (1979-1994)

•Thoughts about them

- Coddled
- Idealistic
- Most managed generation ever

•Major Events

- 9/11 Terrorist Attack
- Cell phone revolution
- Internet boom

•Key influencers

- Justin Timberlake
- Paris Hilton
- TMZ

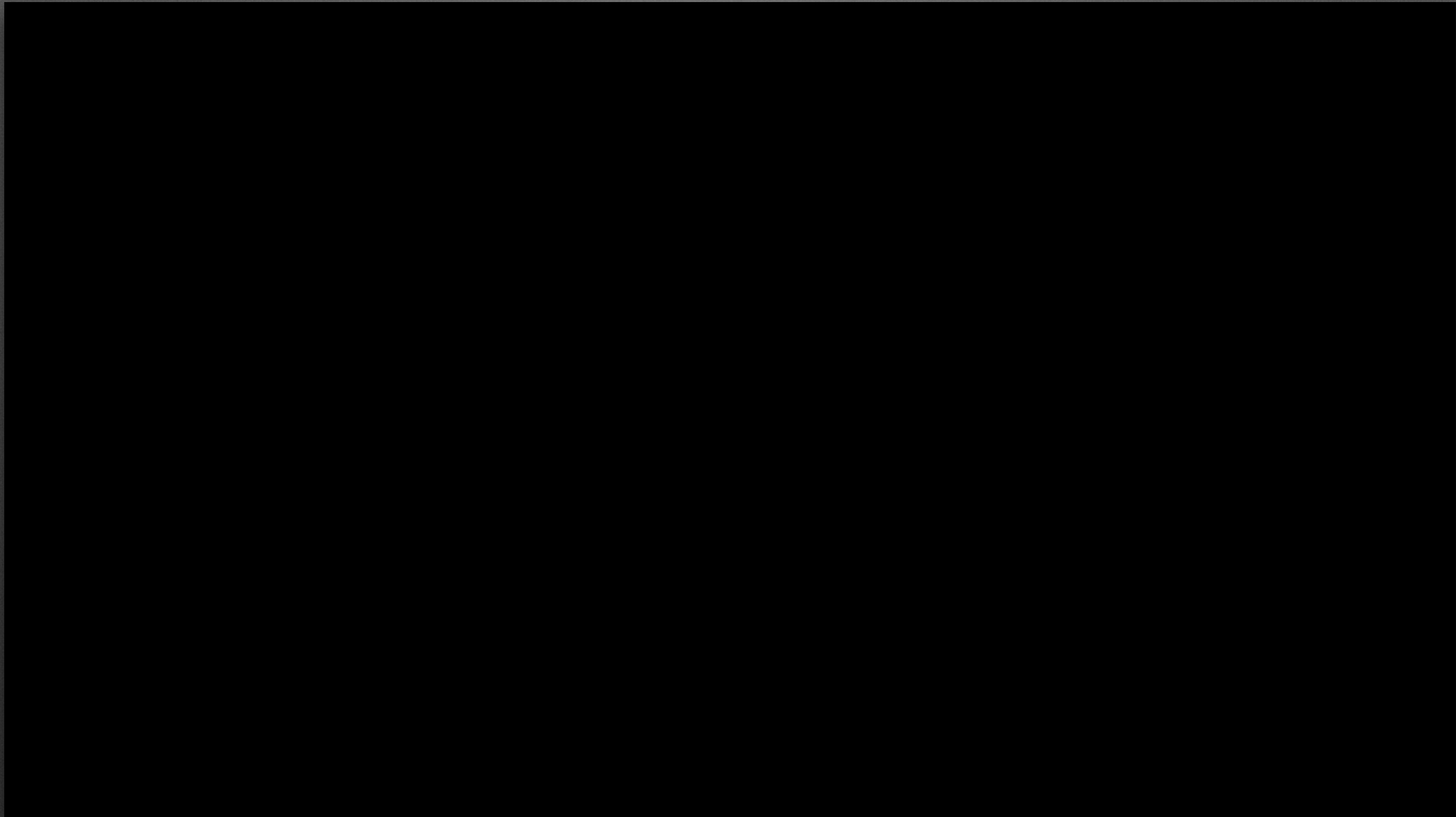
At work

- Search for the individual who will help them achieve their goals
- Want open, constant communication
- Want positive reinforcement from their boss
- Find working with someone of the Mature generation easy to do
- Search for a job that provides great, personal

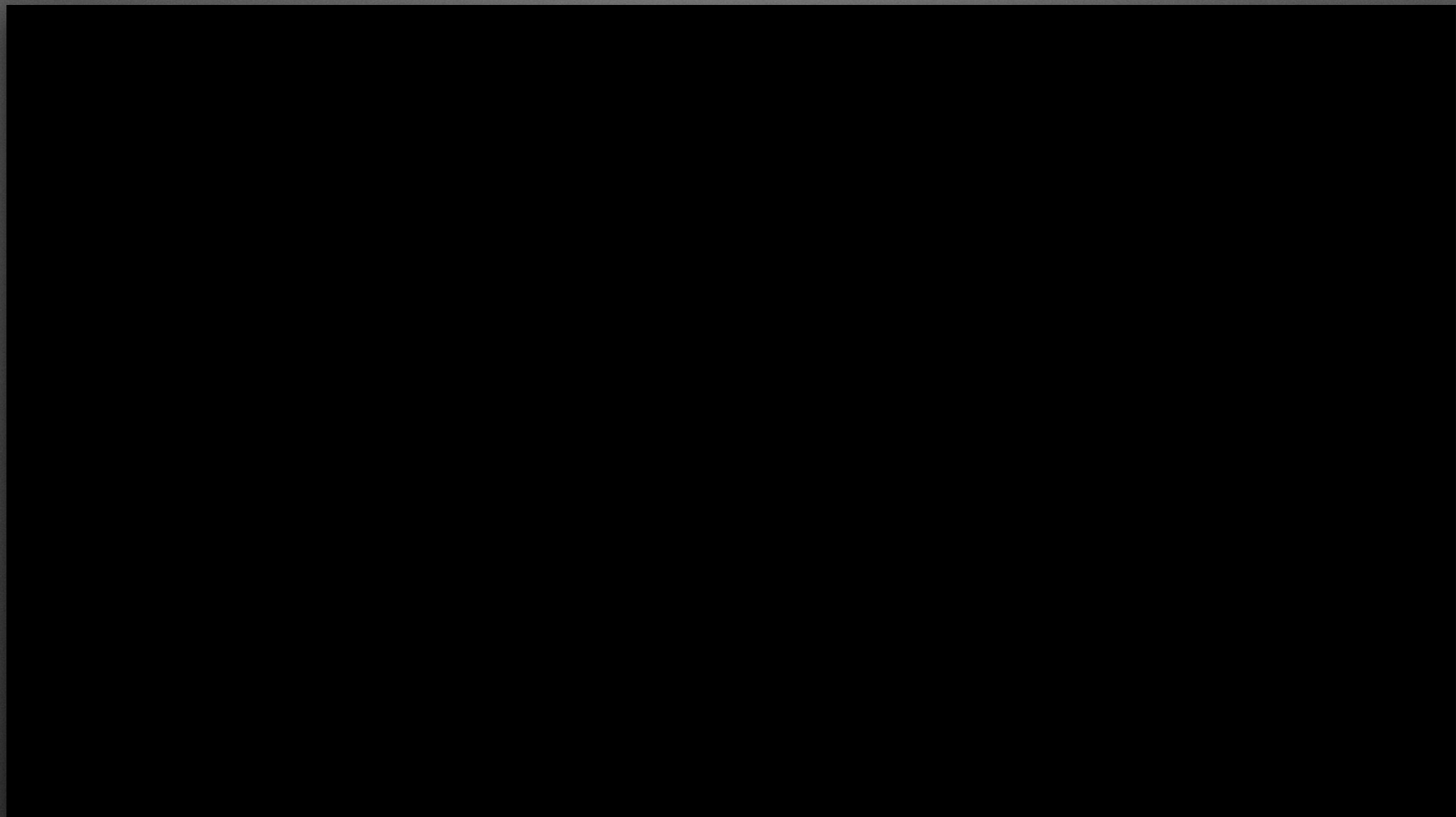


- Have Eco-fatigue
- Most Diverse in Canadian History
- We will look more like them
- Gen-I will shape our future
- Technology is their life
- Their parents are Gen x and Gen y
- Raised by institutions and electronics
 - Smartphones
 - In-car entertainment
 - Video Games





Boomers



X&Y-Generation



Z-Generation

Generation comparisons

Matures and Boomer

- 1 Much more influenced by the Great Depression
- 2 Links happiness to outcome
- 3 Motivated by fear
- 4 Technology resistant



Generation X, Y and Z

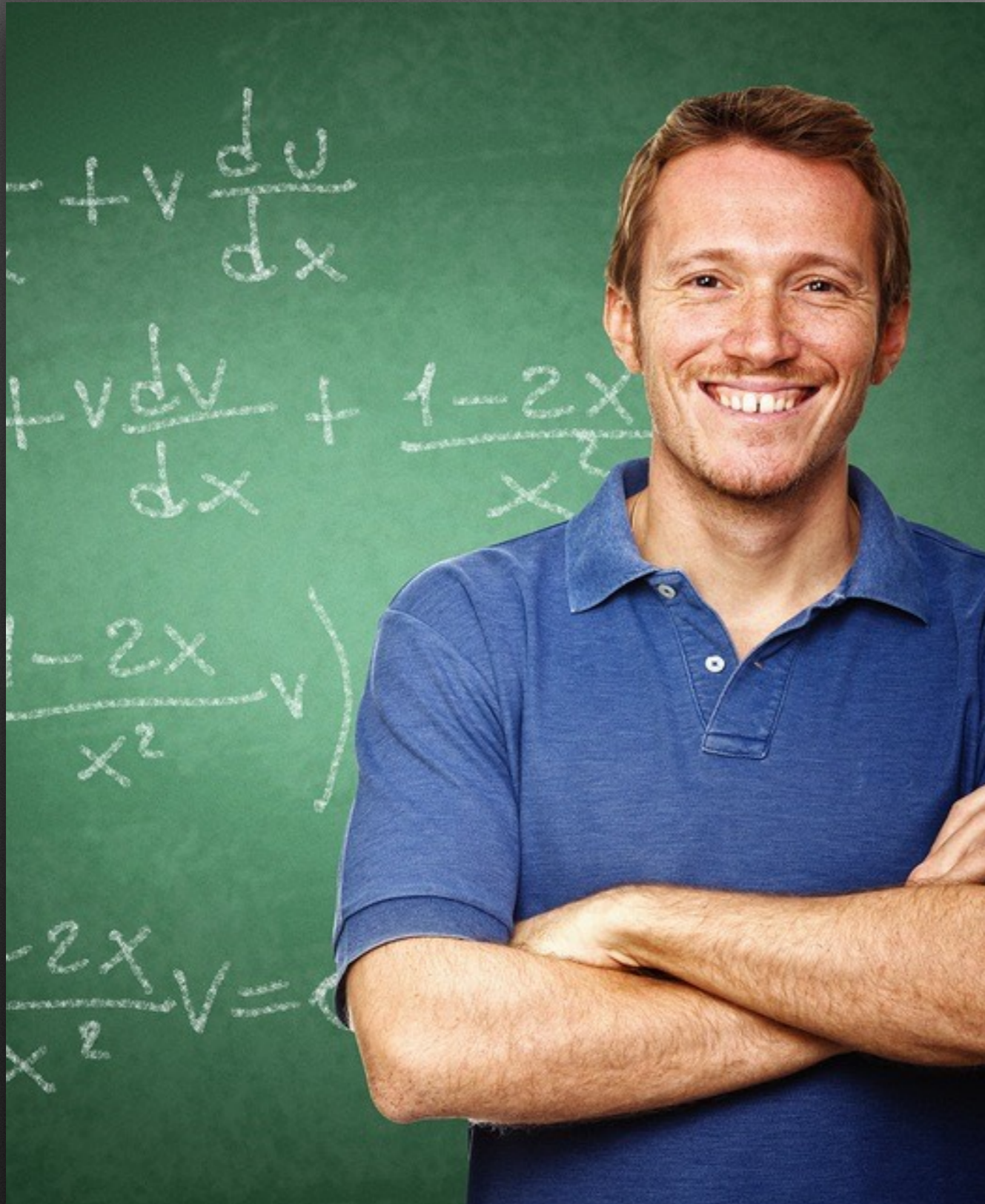
- 1 Do not have a memory of true lack
- 2 More concerned with happiness today
- 3 Motivated by pleasure
- 4 Technology savvy





Grow Them

Find out what is unique about someone...
and capitalize on it.



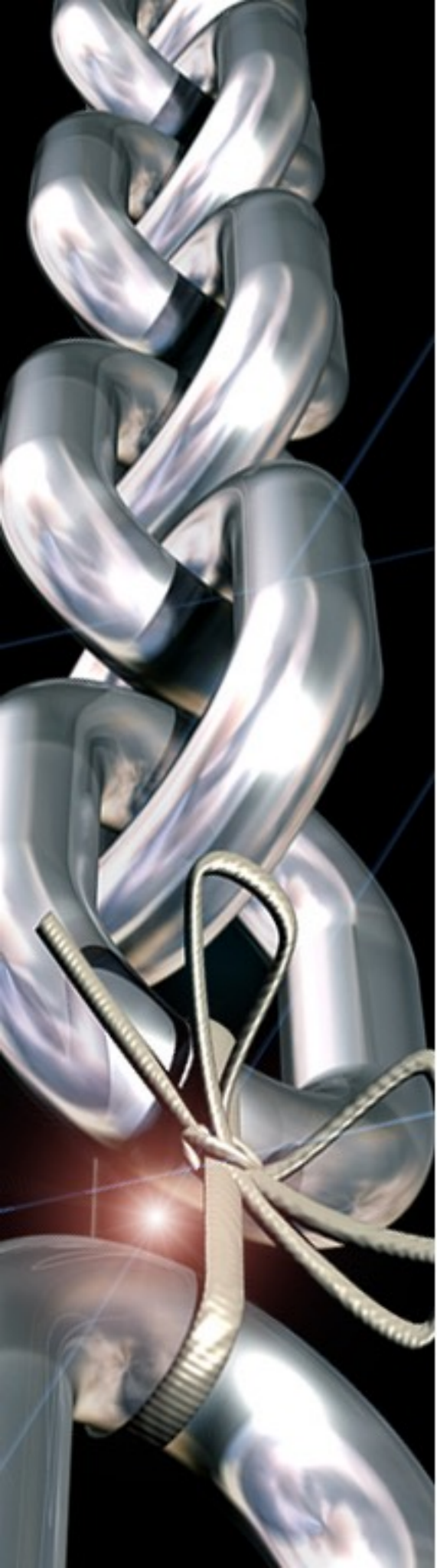


Building on Your Strengths
Your strengths (engagement)



**What are
strengths?**

Meet Jayson





Reducing your weaknesses
Your Weakness (dis-engagement)



“If we cannot see ourselves reaching a goal, it is almost certain that we will not accomplish it.”

---Author Eddie LeMoine (Bring About What You Think About)

**Inspire Them
Reach Your Full Potential**



eddielemoine

international keynote speaker



2016

Bring About What You Think About

**BRING ABOUT
WHAT YOU
THINK ABOUT**

Harness the Power of Your Mind and
Create the Life of Your Dreams

Eddie LeMoine



**How to make 2016
your best year ever**

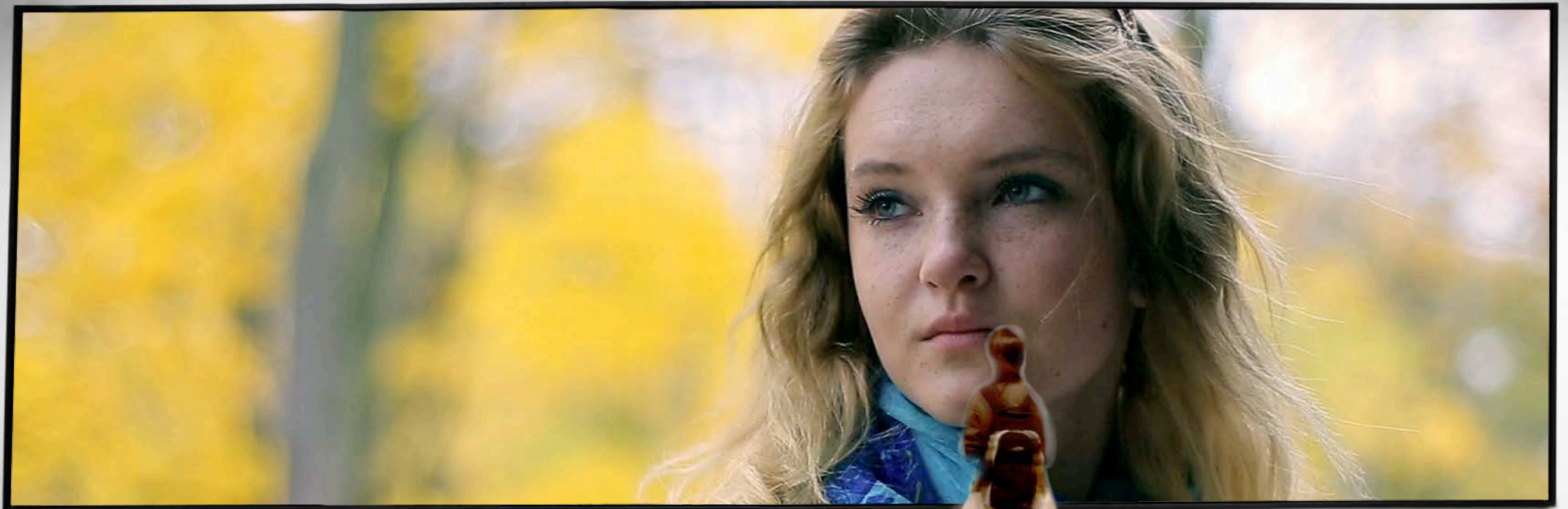
What if.....



What if it was easy.....



What if it was as easy as
changing the way you *think*.....



It all started at the
Old Triangle Pub.....

A person in a brown coat stands with their back to the camera, looking at a large black screen. The screen has a white horizontal band at the bottom containing the text 'THE OLD TRIANGLE HALIFAX' in a green, stylized font. The person is standing on a light-colored tiled floor.

THE OLD TRIANGLE HALIFAX

Changes



Changes



Changes



Changes

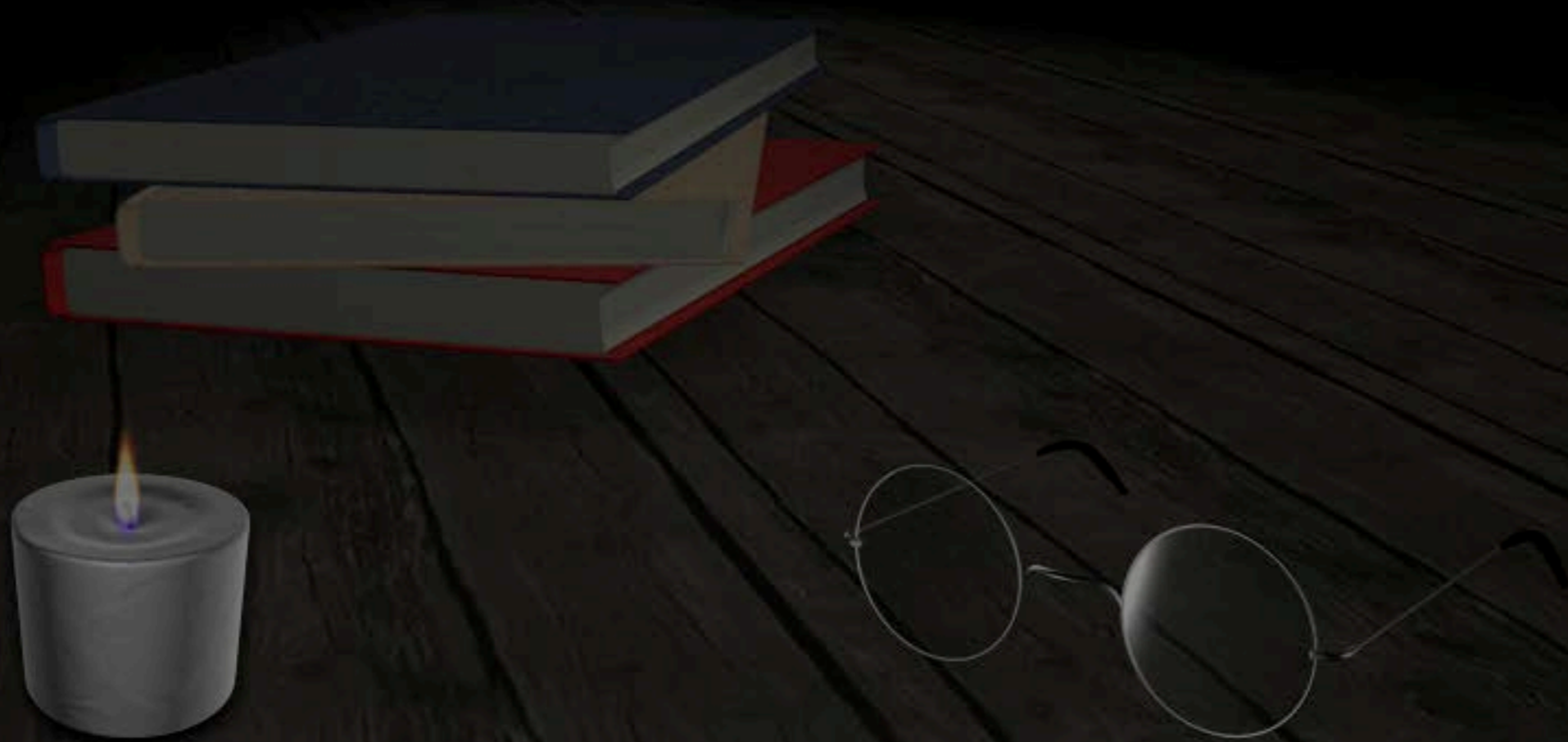


OUR CLIENTS

Changes



My Research





Science
Psychology
Divinity

ΔΙΑΙΤΗΛΑ

WHERE IS YOUR ATTENTION?

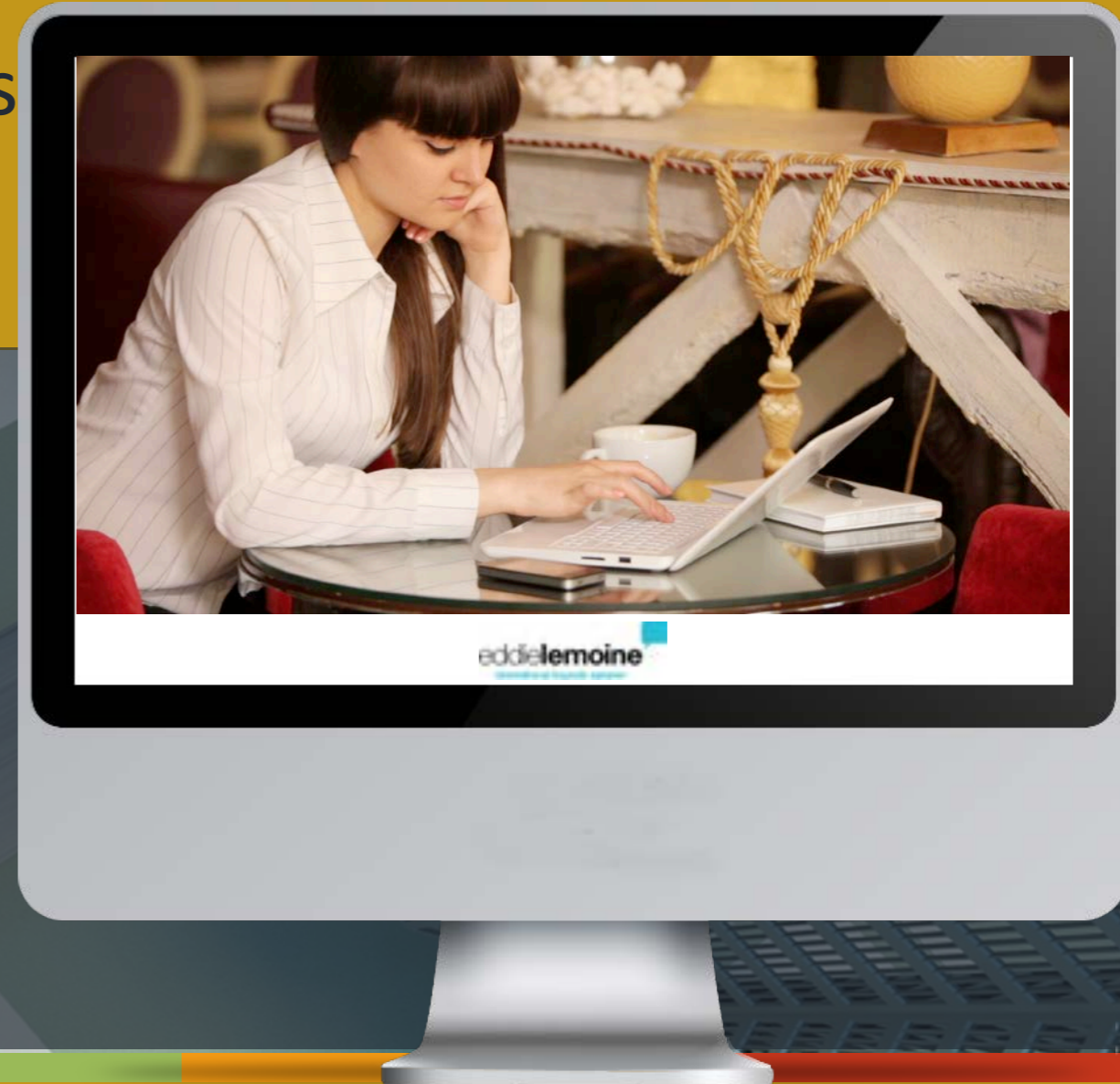


“Whatever you focus your
“*attention*” on and “*energy*” towards
you “Bring” into your life.”

HEALTH

CAREER

RELATIONSHIPS





“Your secret internal conversations are slowly shaping your destiny”

What is attention?



“Your secret internal conversations are slowly shaping your destiny”

Thoughts

“Sow a thought, reap an action”



“Your secret internal conversations are slowly shaping your destiny”

Thoughts

Habits

“Sow a thought,
reap an action
Sow an action,
reap a habit



“Your secret internal conversations are slowly shaping your destiny”

Thoughts

Habits

Character



**“Sow a thought,
reap an action
Sow an action,
reap a habit
Sow a habit,
reap a character**



“Your secret internal conversations are slowly shaping your destiny”

Thoughts

Habits

Character

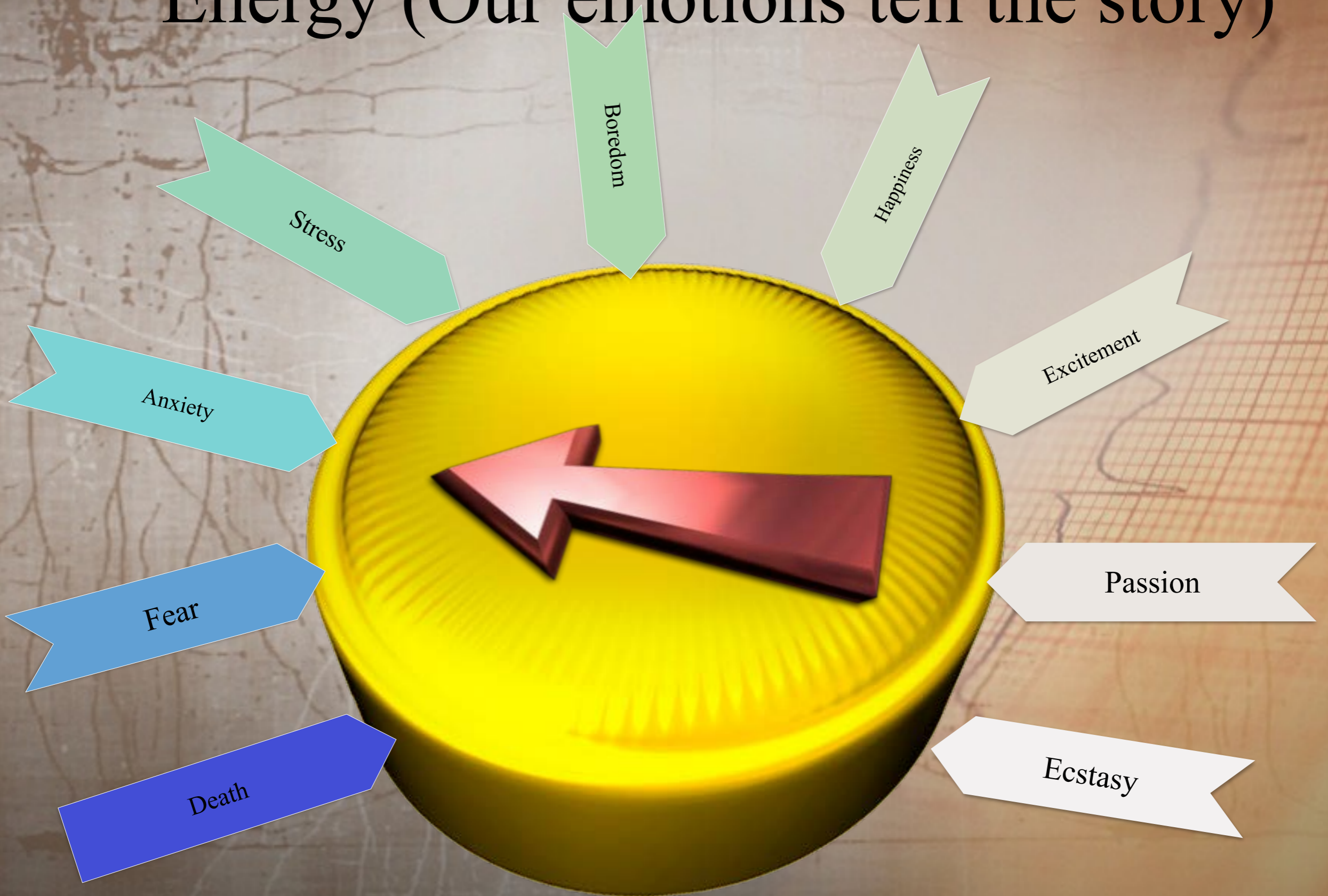
Destiny



**“Sow a thought, reap an action
Sow an action, reap a habit
Sow a habit, reap a character
Sow a character, reap a destiny “**
– Samuel Smiles



Energy (Our emotions tell the story)



Energy (Our emotions tell the story)



Energy (Our emotions tell the story)



Energy (Our emotions tell the story)



A woman with her hair in a bun, wearing a light-colored short-sleeved shirt, sits at a kitchen table. She has a thoughtful or slightly sad expression, resting her chin on her hand. In the background, there is a kitchen sink with a faucet, a white vase with yellow roses on a countertop, and a floral patterned cabinet. The overall scene is brightly lit, suggesting a clean, modern kitchen environment.

Change Your Focus
Change Your Thinking Change Your Future

“ All the complaining, worrying and talking about what you don't want will never attract what you do want.”



I am going to love every student.....

A story about inspiration

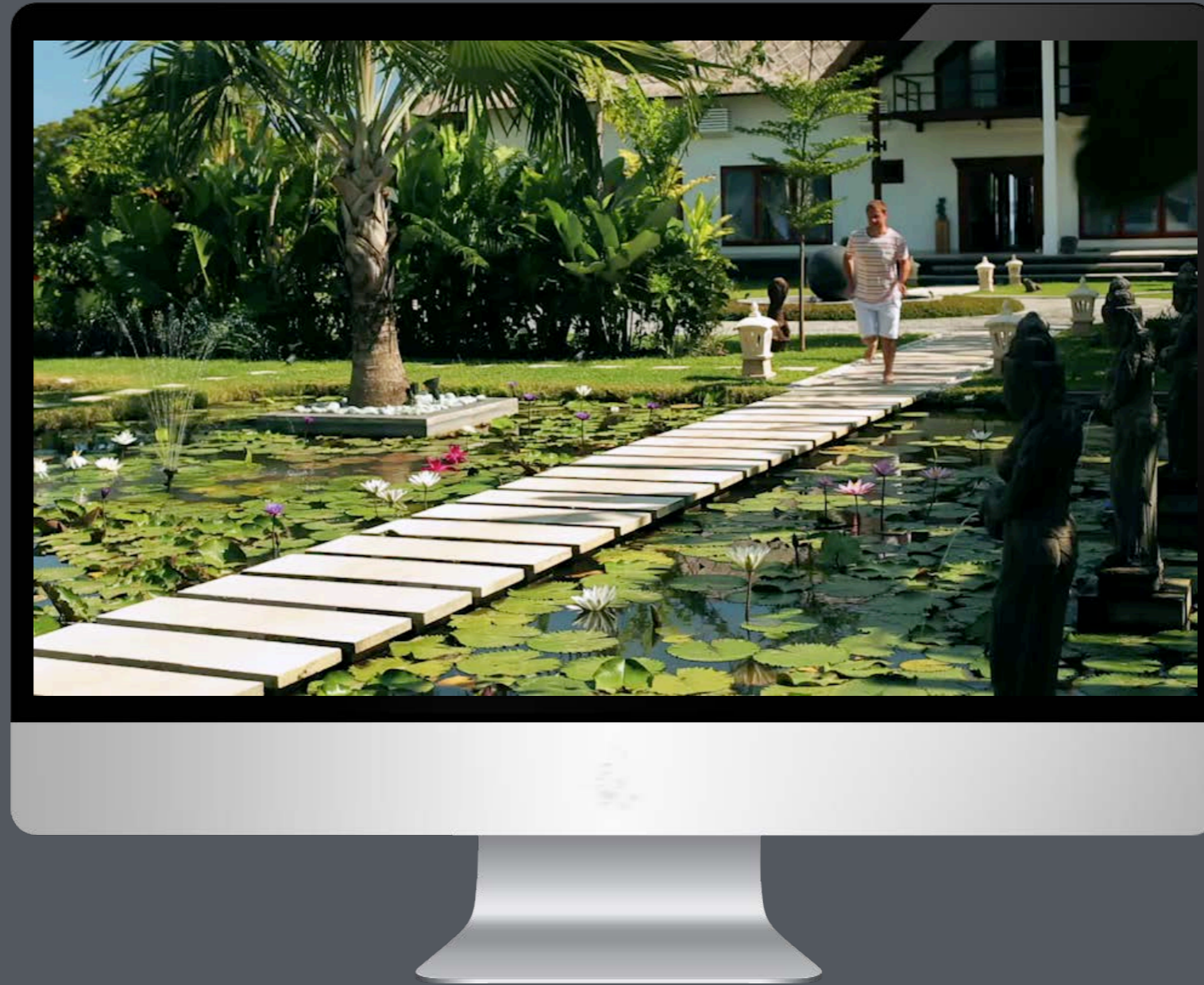
Making it work!

The *Easy Way*

The *Hard Way*

STEP 1

Identify your Goals



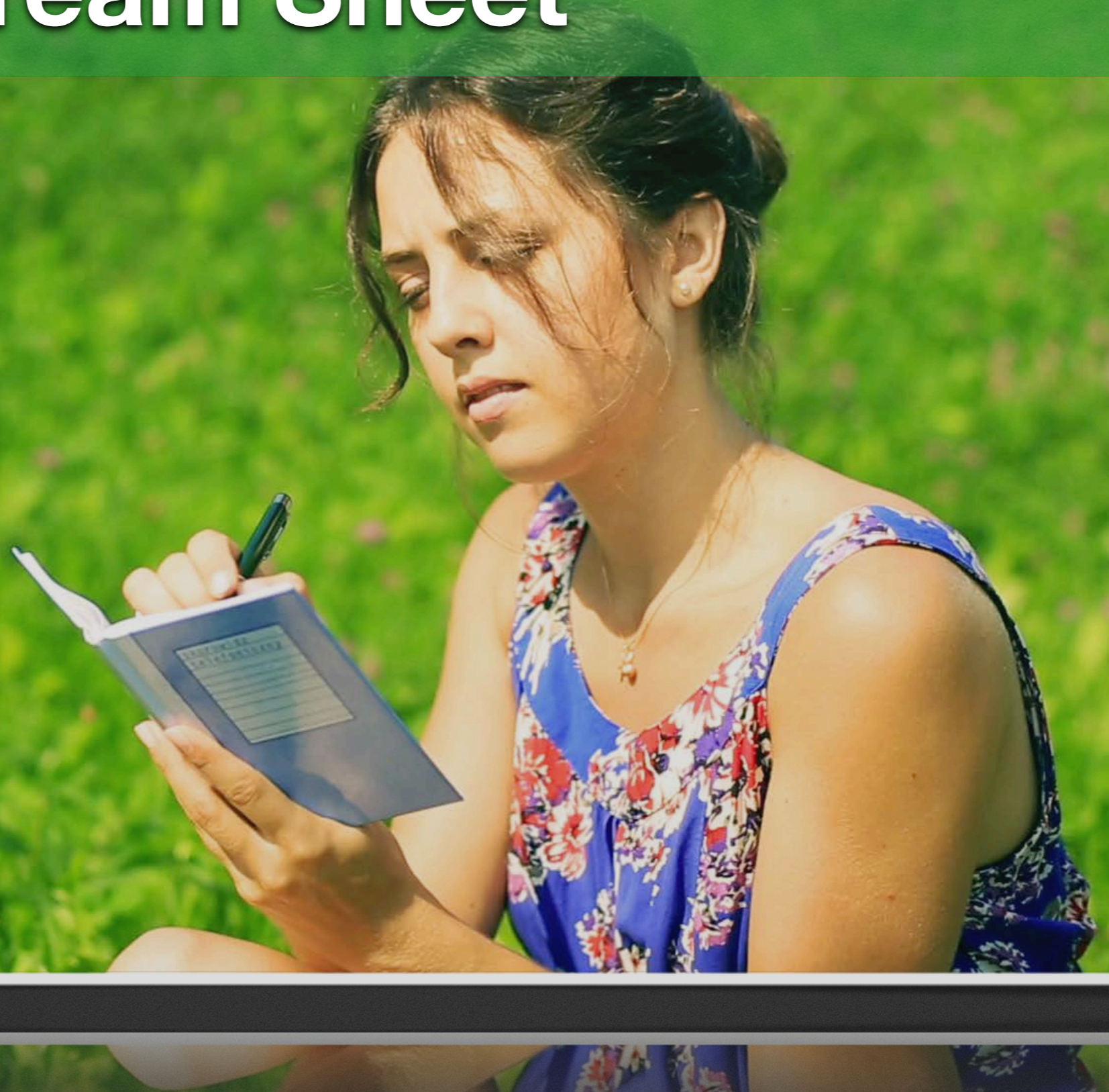
Your emotions are your guidance system.

- 
- Negative
 - Resisting
 - Desires

- Positive
- Attracting
- Allowing

Dream Sheet

- Education
- Relationships
- Finance
- Travel
- Health
- Spirituality





Manifesting a Horse



CREATE A VISION
of the future



CREATE A VISION
of the future



CREATE A VISION
of the future



CREATE A VISION
of the future

STEP 2

Believe



STEP 3

Receive



THE VALUE OF GIVING



THE VALUE OF GIVING





*Live in an Attitude of
Gratitude*

LET SET GOALS THAT STICK!
Extend your learning experience

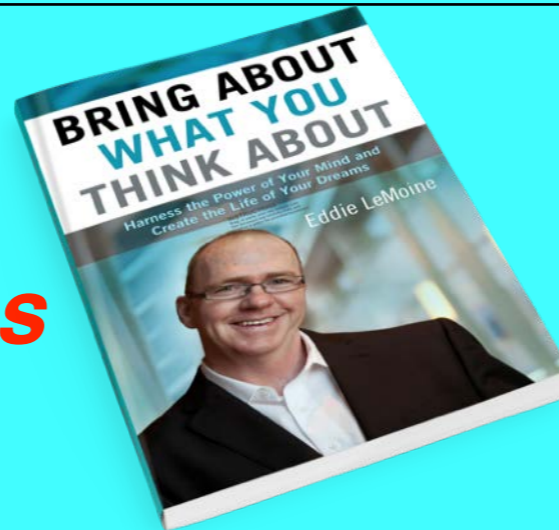


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Plus



Book Plus Online
course
~~\$149.00~~
\$60.00

Offer only available at the event

THANK YOU

HAVE A WONDERFUL WEEK!