

Keynotes

Wake Up - It's Gen Y Calling: 3 Strategies to Harness the Most Underutilized Generation Ever! 60 minute keynote or ½ day workshop

Organizations obsess about how to coax their young workers into higher productivity and engagement. Gen Y workers demand that organizations respect their skills, knowledge and time or they'll vote with their feet. In reality their goals are exactly the same, so why do they often feel worlds apart? This provocative presentation gets at the heart of the under-utilization of Gen Y talent which costs organizations \$75 – 100K per year. Daneal Charney, author of *Hitting Stryde: An Early Career Survival Guide*, demonstrates how progressive organizations are revamping their workplaces to maximize the contribution of their young workers. They know that not only are these workers their future leaders – their skills, experiences and social networks and their unique ways of working – are key differentiators in a new economy

Next Generation Organizations 60 - 90 minute keynote

Are you ready for tomorrow's challenges? The deep changes in technology, demographics, economic globalization, and social networking require organizations to re-think the way they have worked in the past. A new Enterprise 2.0 is emerging – one that innovates, creates value, orchestrates capability and builds relationships differently than the corporation that has dominated the 20th century. These new enterprises compete better and grow faster than the old model. But how can firms find the leadership to make the change?

Leading Outside the Lines 60 - 90 minute keynote

"Be the change you want to see in the world" – Ghandi

If your organization talks about inspiring innovation inside – this presentation is a must-see. Daneal shares how you create innovation inside your team by being the change you want to see. She shares five simple strategies that you implement today to create a more innovative team.

Developing the Next Generation of Leaders 90 minute keynote or workshop

This keynote will introduce you to the leadership strategies and people practices of the best N-Gen companies. You will learn why these strategies have been so successful in enabling and growing the next generation of leaders.

Workshops for Managers

Leadership through Courageous Conversations

**** Part of the Business Communication Certificate at University of Waterloo Continuing Education**

Not for the faint of heart, this advanced communication course will challenge you to stretch out of your comfort zone and throw out your rule book for the sake of becoming a more powerful courageous conversationalist. You will build personal mastery in tackling those tough conversations at work and in life. Your experience will be packed with goal-oriented strategies, real-life examples from powerful conversationalists and hands-on practice. You will walk away able to help others achieve exceptional levels of performance, create and maintain valuable relationships, and forward the goals of both yourself and your organization with every word you speak.

The New Leadership Edge: Creating a 'Yes and ...' Culture

In Customer-Centered Growth, Richard Whitely states that 85% of employees are reluctant to offer a new suggestion or an innovation because of fear. Yet to increase efficiency, improve quality, and turn out new products and services, organizations need to encourage employees to speak up. In this provocative presentation, Daneal Charney shares her experience as an insider to the 'yes but ...' corporate culture and shows how we can begin to turn this around. She challenges her audience to leverage the unused capacity of employees by creating systematic ways to be innovative and support innovative behaviors.

Coaching Skills for Managers and Directors

**** Based on the Schulich School of Business Coaching Certificate Program**

<http://seec.schulich.yorku.ca/>

In this 1-2 day coaching program, you will fully develop your coaching and mentoring skills used to motivate, inspire and engage your staff to achieve performance levels not previously through possible. The course is immediately applicable to any workplace environment and features a team of the 2 top coaching instructors in North America.

- Learn how to coach people to achieve extraordinary results in their careers and lives
- Develop a culture of accountability starting from your coaching contract
- Engage the leader in each one of us through powerful questions

Getting the Monkey off Your Back: A Revised Client Paradigm

The #1 Management Myths is that our job is to fix people's problems. We try to fix our clients. We try to fix our employees. We try to fix our spouses and kids. The trouble with all this 'fixing' is we end up putting out other people's fires instead of engaging their own resourcefulness and ability to deal with daily challenges. This just breeds dependency and un-accountability. Hear Daneal's success story in shifting her clients toward a culture of accountability starting from the way she managed them.

 Daneal will demonstrate how simple this can be in this interactive presentation.

Workshop for Staff at All Levels

The Recent Graduates Leadership Development Program: 110 Shortcuts to Succeeding in Your Early Career

The Recent Grad Leadership Develop Program: 100 Shortcuts to Early Career Success is targeted at grads in their first 5 years of their career. The program teaches participants the 'how-to's' of everything from listening to build a relationship with the hire ups, to getting your ideas heard to having a tough conversation with your boss. Participants will walk away empowered to be 'career activists' for themselves instead of waiting for their managers or their organizations to hand-hold them through the process of navigating their career.

Leadership through Courageous Conversations 2 day in-house workshop

*** Based on same course taught for Business Communication Certificate at University of Waterloo Continuing Education*

Not for the faint of heart, this advanced communication course will challenge you to stretch out of your comfort zone and throw out your rule book for the sake of becoming a more powerful courageous conversationalist. You will build personal mastery in tackling those tough conversations at work and in life. Your experience will be packed with goal-oriented strategies, real-life examples from powerful conversationalists and hands-on practice. You will walk away able to help others achieve exceptional levels of performance, create and maintain valuable relationships, and forward the goals of both yourself and your organization with every word you speak.

Thinking Creatively Everyday

Do you find that new ideas go nowhere? Or that they just don't lead to positive improvements in your client offerings, processes or bottom line? Then consider a proven methodology that will harvest and capitalize on new ideas.

In this informative and interactive workshop, Daneal will guide you through a simple and powerful technique to refresh your thinking. Originated by Edward De Bono, Daneal has been adapted lateral techniques to help teams and organizations find new ways to solve old problems. At this workshop, you will emerge with at least one new idea to help you grow your customer base and learn a technique that you can use continually to renew your business growth.

The 8 Rules for Having More Fun in Work & Life

Life has to contain a balance of work and play. We need hobbies, passions and play time in order to be productive during our more structured work time. Without this balance we can feel stuck, depressed or that life is monotonous. Walk out with more balanced approach to work and life by adopting 8 new rules in your life. Be prepared to have fun and think outside of the box.