



THE FUTURE IS MILLENNIALS GROW THEM OR LOSE THEM



ORGANIZATIONAL EVOLUTION

MULTIGENERATIONAL WORKPLACE



MILLENNIALS ARE YOUR FUTURE

Millennials are:

- The largest generation in the workforce
- Your present & future staff, managers, leaders & customers
- Conscious capitalists
- The future of your organization...



THE VALUE OF “A” TALENT



Replacement cost
= 1.5X Salary



THE “A PLAYER”
PRODUCTIVITY
ADVANTAGE

VisionSpark
Better Hires. Bigger Impact.

“A” players =
2x productivity

GROW THEM OR LOSE THEM

**“Train people well enough
so they can leave. Treat
them well enough so they
don’t want to.”**

Sir Richard Branson



GROWING PEOPLE IS STRATEGIC



Developing Them to:

- Attract & retain the best
- Be more engaged, motivated & enthusiastic
- Be more skilled & productive
- Bridge generations & eliminate silos
- Know people's strengths, weaknesses & potential as leaders

CEVO PEOPLE DEVELOPMENT

Hi-touch, Hi-value:

1. Group Training – bridges generational & departmental gaps & low cost per person
2. Emphasis on collaborative experiential learning
3. Tailored to immediate needs
4. Best practice frameworks
5. ½ day workshops or 1 ½ hr Learning-Lunches

MILLENNIAL DESIGNED

5 Keys to Engage Millennials:

1. Focused, multimodal & collaborative design
2. Relevant to their immediate needs (JIT)
3. Connect to “Why”, not just what & how
4. Make it chill; relaxed & safe
5. Make it personal; build rapport by listening & focusing on them

THE FUTURE IS CONSCIOUS

Conscious Capitalism = 10X Performance



Based on Brain Science
(what really drives people)

TEAM COACH / MENTOR

Brad Gaulin, P.Eng., MBA, CEvO



I help **leaders & their teams evolve to succeed**; by bringing to bear all of my passion, experience, team building, networking, strategy, innovation & leadership skills.

- ❑ 35 years evolving as an executive & professional driving innovation & change
- ❑ 30 years evolving BD/Mktg/Sales in the energy & technology industries
- ❑ 25 years evolving as an entrepreneur (7 startups / 3 corp. sales)
- ❑ 10 years as a consultant & trusted advisor to rapidly evolving companies
- ❑ Mentor/mentee & father of 4 millennials (evolve or go crazy)



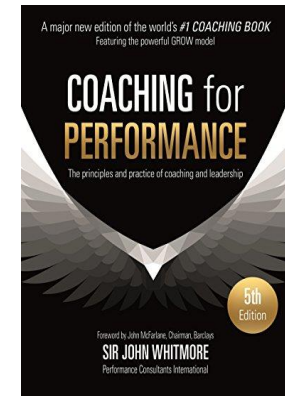
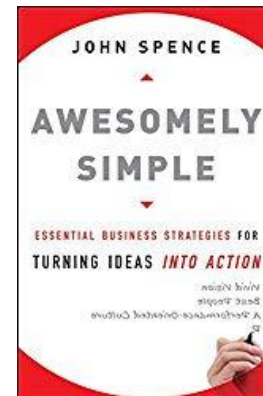
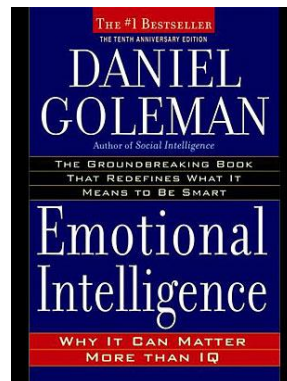
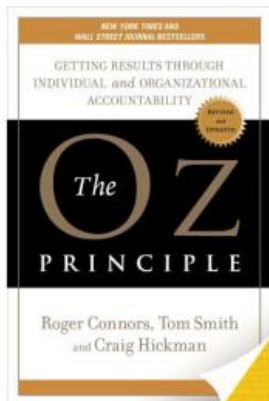
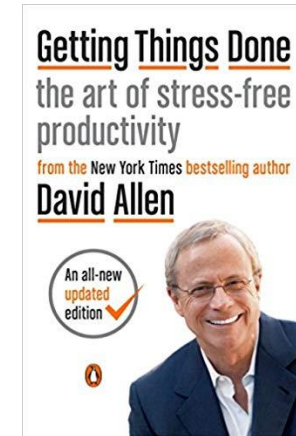
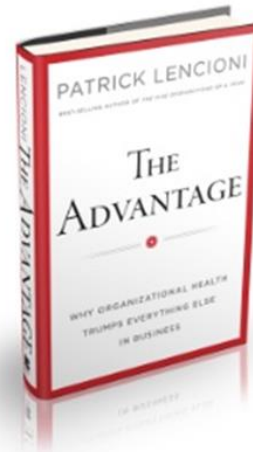
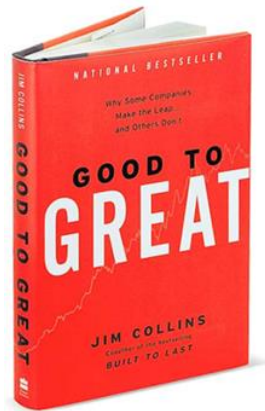
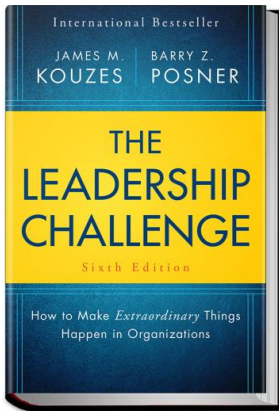
LEADERSHIP LEVEL 1

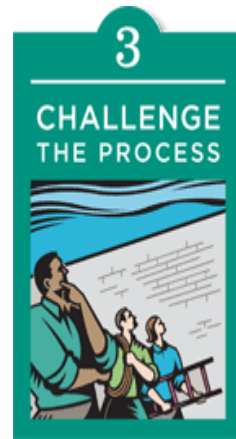
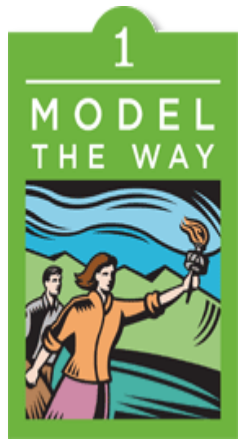
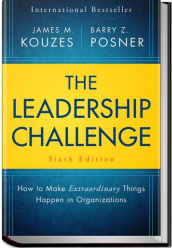
Everyone's a leader:

- 5 leadership behaviours
- 3 leadership skills you select
- 8 x 1/2 days or 20 x 1.5hr learning lunches
- Relationship & team building
- Shared experience & language

Collaboratively help each other overcome the intergenerational challenge

LEADERSHIP BEHAVIORS & SKILLS





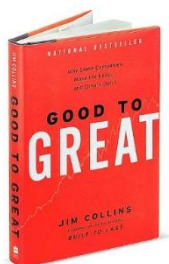
Leaders Empower Their Teams to Evolve!

LEADERSHIP BEHAVIORS

Leadership is a choice, not a rank.

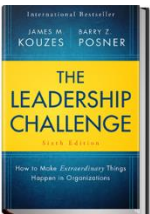
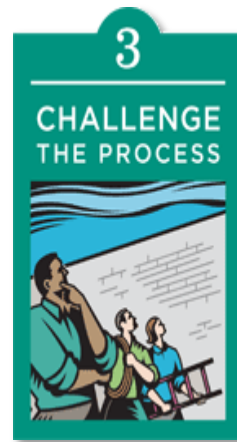
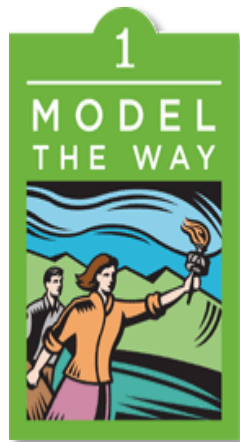


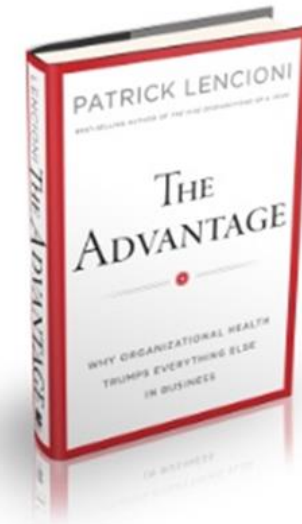
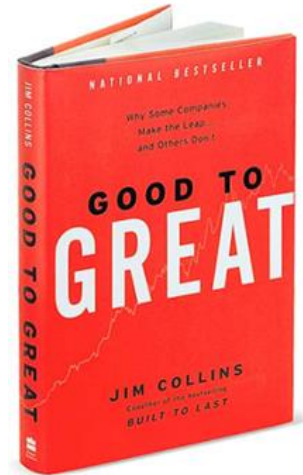
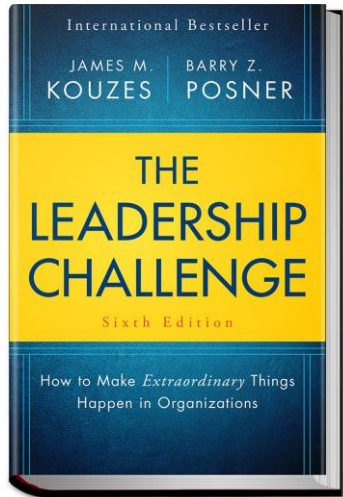
Great Leadership



LEADERSHIP BEHAVIOURS

Leaders Empower Their Teams to Evolve!



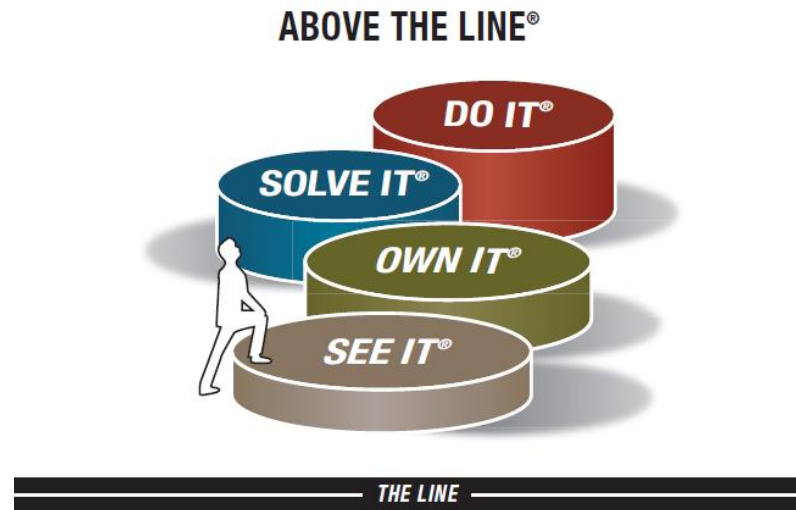


LEADERSHIP SKILLS

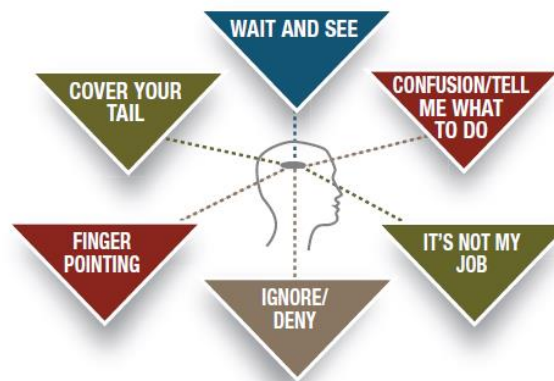
LEADERSHIP SKILLS

1. A Culture of Accountability
2. Behavioural Profiling - EDISC
3. Better Decision Making
4. Building & Using KPIs
5. Change Management
6. Coaching for Performance
7. Communications Toolbox
8. Conscious Capitalism
9. Crucial Conversations
10. Getting Things Done
11. Hiring the Right People
12. Indigenous Awareness
13. Innovation
14. Making Teams Work
15. Making Yourself Promotable
16. Peer Mentoring
17. Respectful Workplace/Bullying
18. Run Better Meetings
19. Team Problem Solving

A CULTURE OF ACCOUNTABILITY



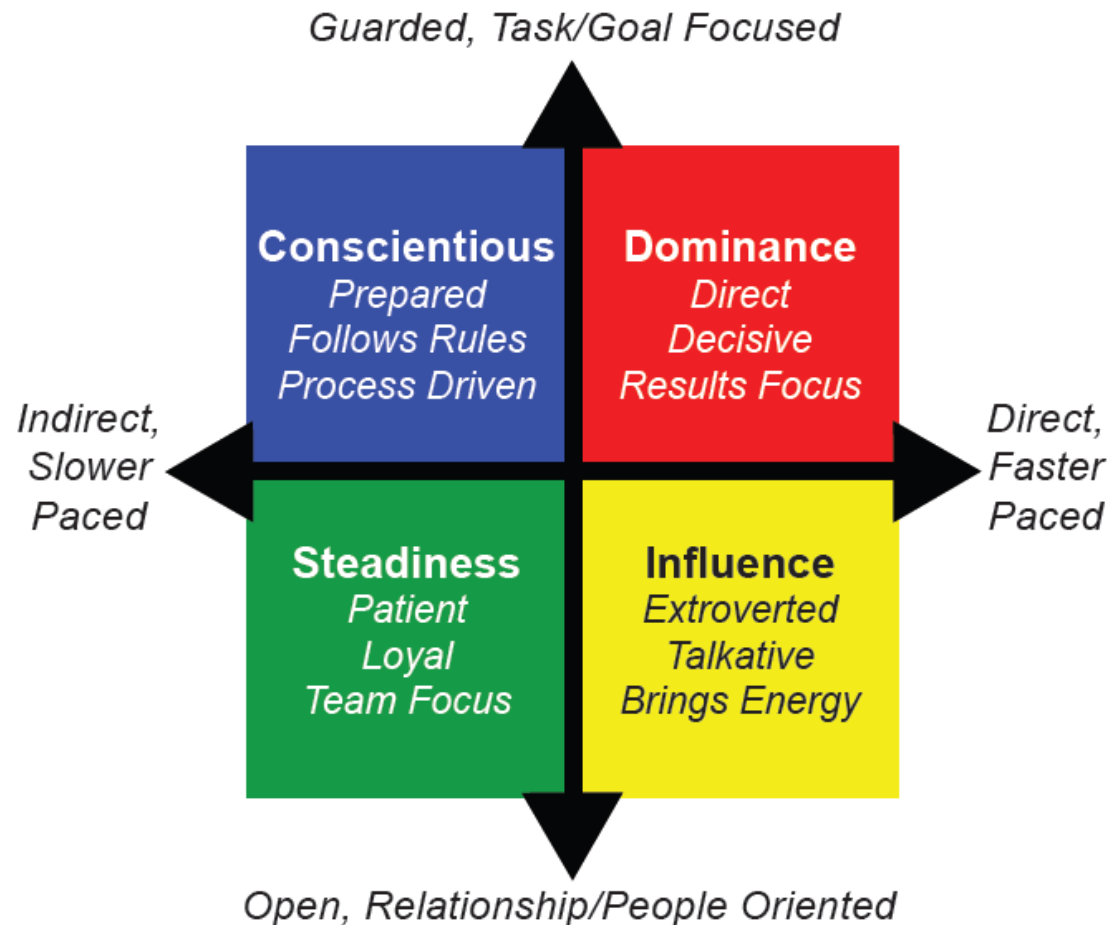
Solution Focus
(**success**)



Problem Focus
(**failure**)

BELOW THE LINE®

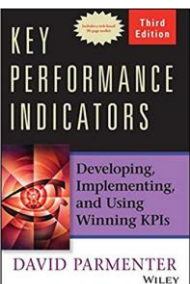
BEHAVIOURAL PROFILING - EDISC



BETTER DECISION MAKING



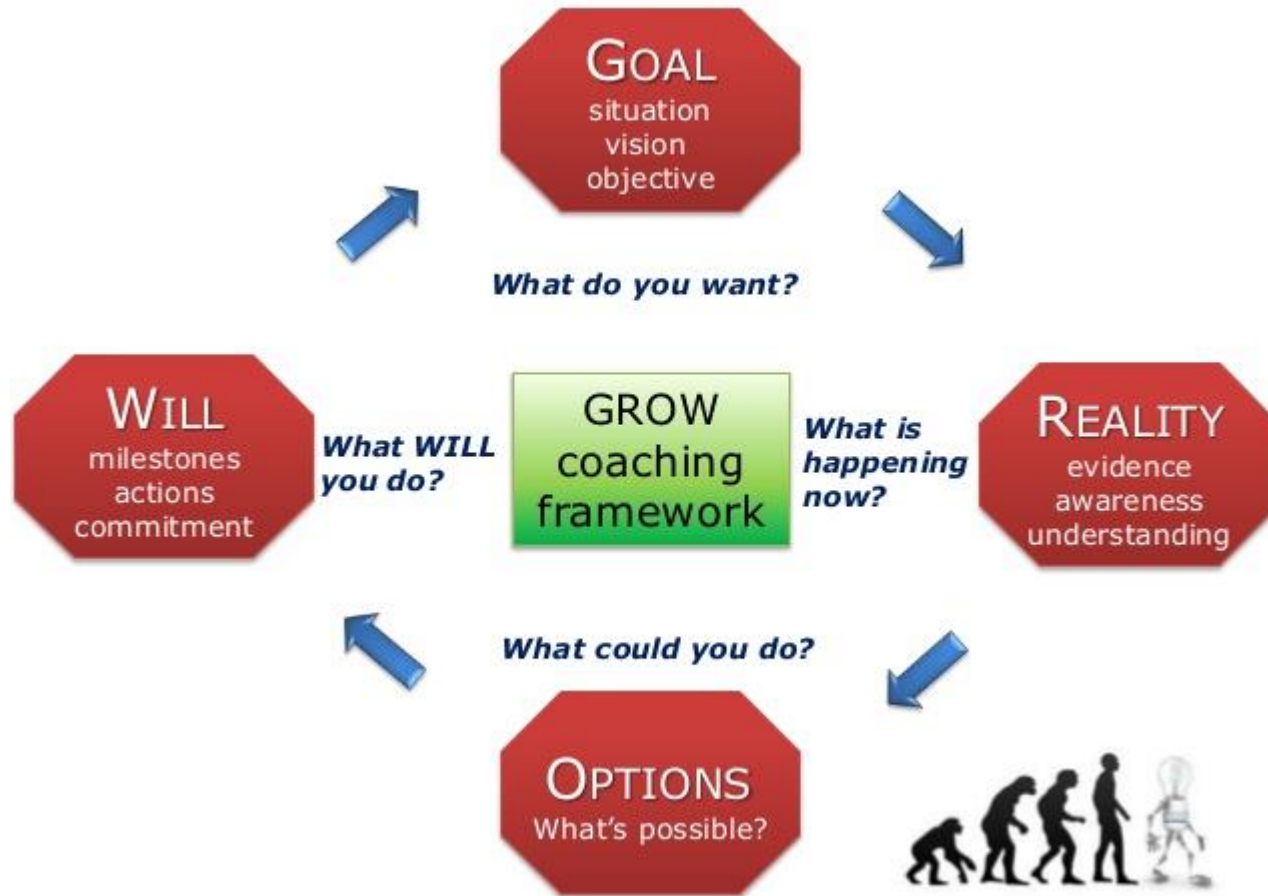
BUILDING & USING KPIs



CHANGE MANAGEMENT



COACHING FOR PERFORMANCE



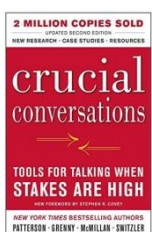
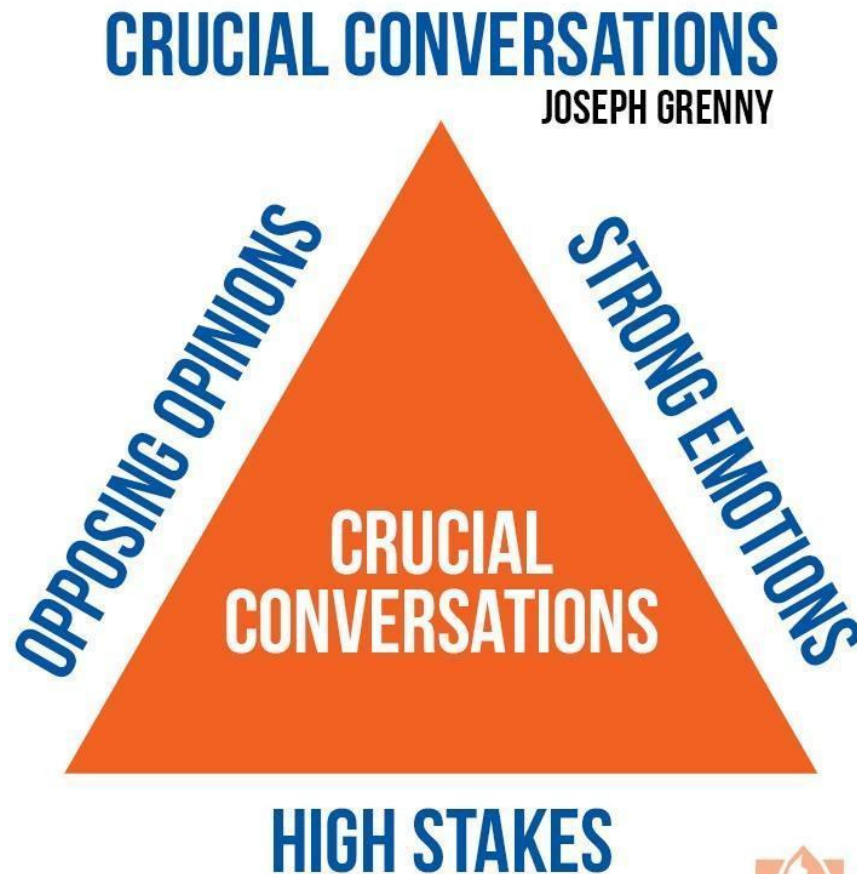
COMMUNICATIONS TOOLBOX



CONSCIOUS CAPITALISM




CRUCIAL CONVERSATIONS

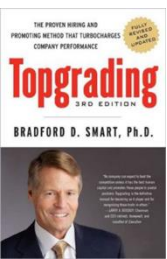


GETTING THINGS DONE

“If you cannot manage yourself for effectiveness, you cannot expect to manage others.”



HIRING THE RIGHT PEOPLE

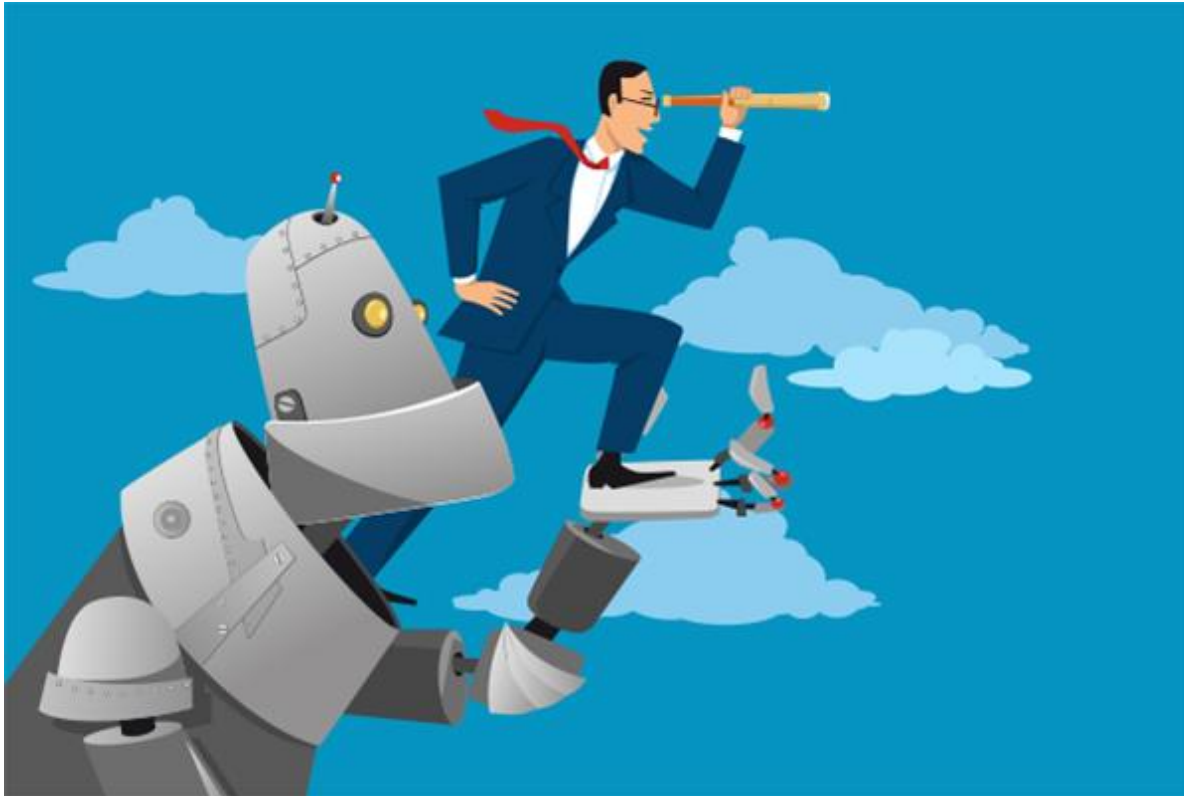


INDIGENOUS AWARENESS

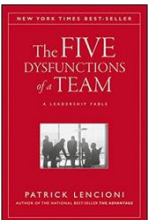
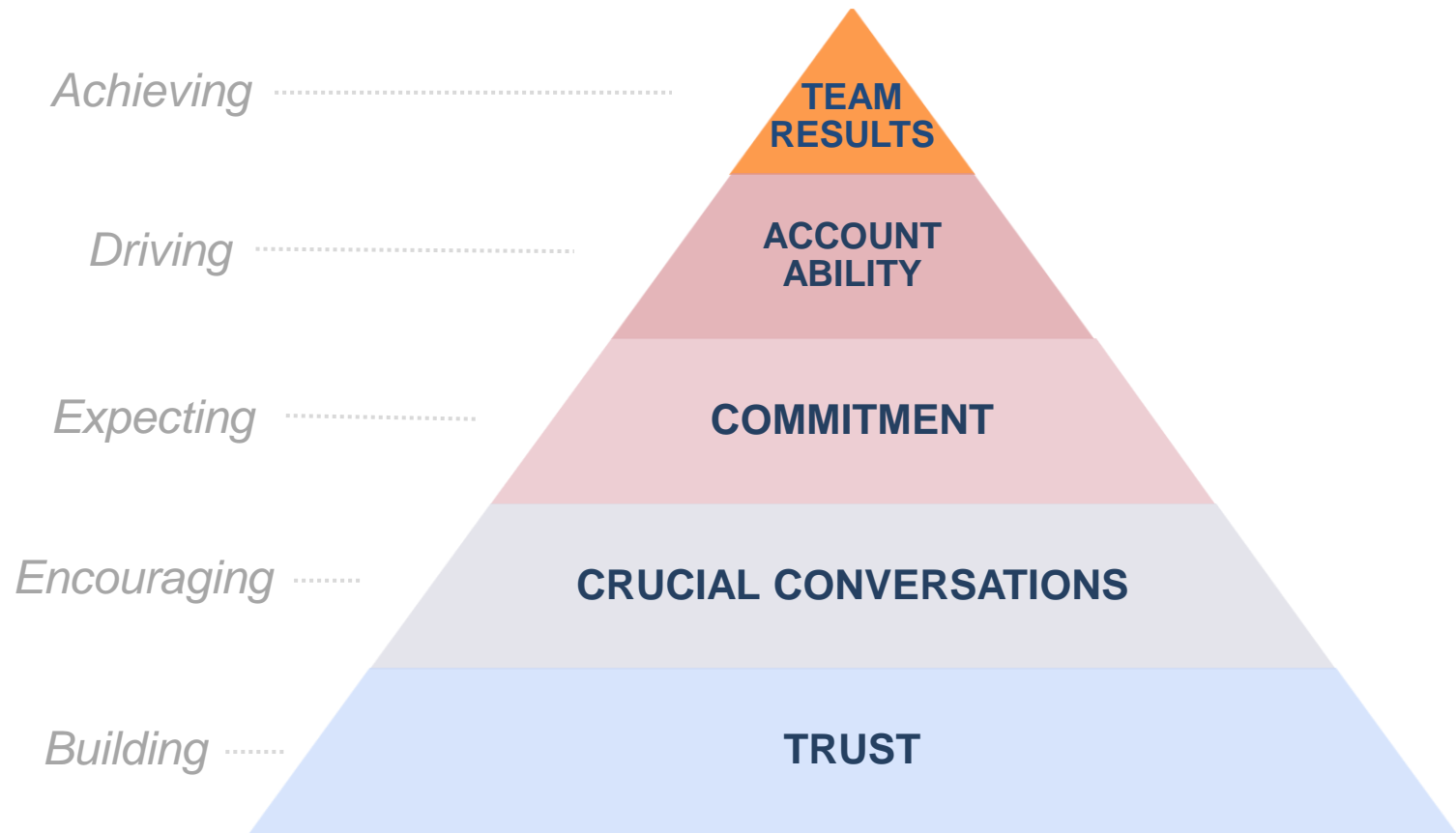


Deanna Burgart, Indigineer

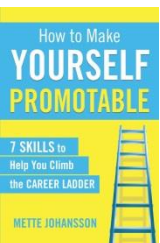
INNOVATION



MAKING TEAMS WORK



MAKING YOURSELF PROMOTABLE



PEER MENTORING



“PEER” Mentoring

Building **relationships** by simply solving problems together!

RESPECTFUL WORKPLACE / BULLYING



RUN BETTER MEETINGS



TEAM PROBLEM SOLVING



LEADERSHIP LEVEL 2

Continual Growth & Development:

- 6 professional skills you select
- Relationship & team building
- Shared experience & language

Collaboratively help each other overcome the intergenerational challenge

CUSTOM WORKSHOPS

- Identify the most critical issues & needs
- Buy or build the content
- Engage & deliver
- Relationship & team building
- Shared experience & language



Helping Leaders Take their Teams to the Next Level



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