



## **The Employee Experience, Discovering Your Role in Creating a Fantastic Workplace**

*Exploring the Employee Experience in Culture Building, Onboarding and Retention*

**Featuring David O'Brien of WorkChoice Solutions, LLC**

90-minute Roundtable Delivery Format

### **Overview:**

Today's do-more-with-less workplace climate has produced an unprecedented need for employee engagement and accountability. It has also produced an unparalleled opportunity for all employees to play an active role in building a culture of excellence that helps attract and retain top talent. A key factor in being able to seize this opportunity is the capacity to demonstrate personal accountability and leadership regardless of job title, role or function. Not surprisingly, this capacity is most often driven by clarity and purpose both of which result from a heightened awareness of expectations and corresponding workplace behavioral choices that impact culture.

With the *war for talent* raging across every sector, every employee has a stake in not just their employer's ability to attract and retain high performing talent but also in the realization of organizational objectives that drive sustainability. Included in this high impact, high content presentation is a review of the three most common barriers to a fantastic workplace as well as the behavioral choices that either foster or inhibit workplace success. Additionally, the program provides a meaningful framework leveraging best practice strategies for helping all employees to understand and embrace their role in the employee experience. Participants can expect to leave the presentation with new tools that can be applied immediately to help build a fantastic workplace for all stakeholders.

### **Core Contents:**

- The impact of culture on attracting top talent
- Why on-boarding matters
- Examining Behavioral Reactions and their impact on culture
- Discovering Your Opportunity & Obligation
- Accepting The Role-Model Responsibility
- The 21-Day Challenge

### **Learning Objectives:**

- Create a context for understanding the role that culture plays in attracting high performing employees
- Explore best practice strategies for getting the most out of on-boarding
- Assess individual behaviors and their implications
- Create a framework for inspiring personal accountability
- Explore the value and impact of positive role modeling
- Create a context for maximizing individual and team efforts

**About David O'Brien:** David is President of WorkChoice Solutions, a trusted provider of leadership training, coaching and consulting services that was founded in 2000. His HR and Organizational Development consulting career spans 30 years and includes key leadership and P&L responsibility within a variety of industries including, Manufacturing, Healthcare and Financial Services. He is also the author of two widely read leadership books. Additionally, his articles have appeared in a variety of regional, national and international publications