



Positively Deviant! ***Workplace Practices that Transform***

Keynote with Deborah Connors

Do people flourish in your workplace? Is your culture one that supports them to be creative, innovative, productive, and to contribute all they have to offer? What if you could apply some simple daily practices to build this type of culture at work?

Twenty years ago, Deborah set out to address these questions when she founded The Better Workplace Conference, a national event that she successfully led for 17 years. What started out as simply a forum for sharing of ideas between organizations and a way to bring together thought-leaders from around the world, unexpectedly and instantly built a community of like-minded individuals who were also looking for that 'better way' to do business.

Singlehandedly, through the vehicle of her annual conferences, Deborah has brought the field of workplace health promotion and wellness to a point where it is now a mature, thriving concept. There is, in short, no other one person in Canada who has done more for the field.

***- Dr. Martin Shain,
Principal, Neighbour at Work Centre®***

This put Deb in the unique position of getting to know organizational health thought-leaders from around the world, and being at the centre of a community of thousands of workplace health professionals. She recently ran an online discussion with this community, asking: "What is a positive organization? What is stopping us

from achieving more positive cultures? And what do you want to learn as a leader about improving workplace culture?"

With that in mind, she interviewed the thought-leaders, finding stories of hope and change, along with tools and advice from the experts.

Her book: ***A Better Place to Work: Daily practices that transform culture***, is the culmination of these expert interviews.

What Deborah uncovered through these interviews included:

- The need go against the grain toward transformational leadership, modeling positive behaviors
- The fact that positive change does not occur through programs, policies and strategies but through influencing the culture, and this happens through the practices we put in place as leaders
- The understanding that if we don't put effort into positively shifting our organization, it will slowly become more negative. This is the "cost of doing nothing."

Through Deborah's keynote you will:

- Discover the "through-line" approach to shifting culture at work
- Find out how to create upward spirals in your own life and within your teams
- Learn how to model the principles of positive organizing
- Experience practices that can shift your positivity and resilience as a leader
- Learn about the most highly recommended tools and advice from leading organizational health experts

What is the story of change you're writing in your workplace? If you are a change agent with a vision for a better place to work, this keynote will inspire you to develop daily practices that create a culture of possibility that attracts and retains the best people.

About Deborah:

A captivating speaker, storyteller, author and workplace coach, Deb researches the latest breakthroughs in workplace wellness around the globe. She has interviewed many of the leading thinkers, which forms the basis of her work: teaching leaders how to radically shift culture so that people can flourish. She is a prominent figure in the story of how Canadian workplaces have adopted practices to become better places to work through her development of The Better Workplace Conference, which she successfully led for 17 years. This powerful initiative created a whole generation of workplace health professionals and a huge community of practice. She has now brilliantly distilled the knowledge of hundreds of thought-leaders that she brought together each year through this forum, combining it with her own leadership experience and success in community engagement and provides very sage, practical advice for transformative workplace change.