



## **Be Positively Deviant!** ***Daily Practices to Transform Culture***

45-60-minute Keynote with Deborah Connors

Are you flourishing at work? For many, work is about surviving versus thriving, but it doesn't have to be that way. What if you could apply some simple daily practices to build positivity and resilience yourself and extend these ideas within your area of influence at work?

Twenty five 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 a forum for sharing of ideas between organizations and a way to bring together thought-leaders from around the world, instantly built a community of like-minded individuals who were also looking for that 'better way' to do business.

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. In 2015 she 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 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 to become positively deviant to be a transformational leader
- 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
- 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" and leads to slow death.

Through Deborah's keynote you will:

- Understand positive deviance and learn how to deviate daily from the norm to create a culture where people can flourish.
- Learn how to increase positive emotion and positive interactions at work, and the research on how this increases engagement and resilience.
- Experience personal practices that can shift positivity and resilience, such as gratitude.
- Learn how to have more constructive conversations at work through simple practices such as the use of generative questions.
- Find out how to create upward spirals in your own life and within your teams
- Discover how to lead an effective team debrief to improve team effectiveness.
- Learn about the most highly recommended organizational health tools and advice.

What is the story of change you're writing in your workplace? If you have a vision for something better, this keynote will inspire you to develop daily practices to transform your work.

### **About Deborah:**

A captivating speaker, storyteller, author and workplace coach, Deborah researches the latest breakthroughs in workplace culture and wellness around the globe. She speaks internationally to private groups and conferences. Deborah has interviewed many of the



leading organizational health thinkers, which formed the basis of her book, *A Better Place To Work: Daily Practices That Transform Culture* (2018). 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. This powerful initiative created a whole generation of workplace health professionals and a huge community of practice. Through her consulting, speaking and courses, she teaches leaders how to create great cultures so that people can flourish.