



Commonly Requested Topics

By Dr. Paul White

Creating a Positive Work Environment through Authentic Appreciation

Unfortunately, many workplaces today are characterized primarily by complaining, sarcasm, and an overall negativity. This leads to poor morale and increased frustration among employees and managers – and results in higher staff turnover and numerous negative behaviors. Fortunately, there are practical steps that can be taken to create a more positive work environment. Learning how to communicate *authentic* appreciation to colleagues (rather than “go through the motions” employee recognition) can make a huge difference – as attested by our clients (Microsoft, Miller Coors, Million Dollar Round Table, numerous hospitals and over 200 colleges). This fast-paced, high-energy humorous presentation will encourage you and give you the tools and resources to make a difference in your workplace.

Using The 5 Languages of Appreciation to Detoxify Your Work Environment

In spite of the growing number of employee recognition programs, employees still report high levels of not feeling valued. Funds continue to be tight in all sectors; as a result, the stress level in workplaces is still extremely high. Supervisors are frustrated, not knowing what to do to support their staff. Learn the core conditions for individuals to truly feel appreciated. Discover how to practically apply the 5 languages of appreciation to your work setting and how to empower your staff by giving them thanks in the ways that are meaningful to each individual.

How to Avoid Becoming a Toxic Workplace

The workplace has become increasingly negative and toxic – to the point that 70 million American employees want to work someplace other than their current job. Our research has identified the top characteristics of toxic workplaces in three broad categories: unhealthy practices and procedures, toxic leaders, and dysfunctional colleagues. Learn how to identify the most dangerous symptoms and specific actions you can take immediately to limit the damage in your workplace – and start to move toward health.

Why Most Employee Recognition Programs Don't Work (and what to do about it)

The “word on the street” among consultants, trainers and HR managers is that employee recognition programs aren't working. Recent research bears this out: employee engagement is actually at its lowest level since it has been formally measured. Yet many companies and organizations are trying to emulate the programs larger corporations have used, and found lacking. The foundational issues that need to be in place for employees to feel truly valued and appreciated will be addressed. Practical steps and resources are provided that allow organizations and leaders to effectively communicate authentic appreciation, and in ways that don't cost a lot of money.

Personally Learning from Multimillionaires: How to Lead Successfully Through Challenges

Leading businesses and organizations successfully requires two perspectives: developing positive habits and character qualities and successfully dealing with the challenges faced through life circumstances. Dr. White will share three key sets of character qualities he has identified from working with dozens of multimillionaire business founders and the three most common obstacles that leaders must be prepared to overcome if their organization is going to be successful long-term. Based on over twenty years of advising successful business and organizational leaders, be prepared to be challenged and walk away with practical steps that will make you a better leader.

More info at www.appreciationatwork.com or contact tim@drpaulwhite.com