



TEAM TRUST & COMMUNICATION KEYNOTE

One Move Away

THE EVERYDAY MOVES THAT DETERMINE WHETHER PEOPLE HAVE EACH OTHER'S BACK

KEYNOTE DESCRIPTION

At some point, everyone ends up in the trees.

Not because they're weak. Not because they don't care. But because life is hard, work is hard, and sometimes people get stuck. The question isn't whether it happens. The question is what the people around them do next. Do they ski past? Go quiet? Protect their calendar instead of their colleague? Or do they stop?

In this keynote, Justin Patton makes one thing clear: Trust is not built in the big moments. It's built in the small ones. The moment someone speaks up instead of staying silent. The moment a leader chooses honesty over comfort. The moment a teammate decides to stay until the person next to them is back on their feet.

That is what trust looks like in real teams under real pressure.

Through an unforgettable opening, laugh-out-loud stories, and five practical trust moves, Justin gives every person in the room a new definition of leadership. Not about titles or authority. About showing up. About being the one who notices. The one who stays. Because every team, every relationship, every culture is just one move away from the kind of trust where people have each other's back.

What move will you make?

PROGRAM OBJECTIVES

- ✓ Use everyday trust moves to make teams braver and more accountable
- ✓ Call out the 5 toxic behaviors that quietly destroy team trust
- ✓ Rebuild commitment by normalizing connection over silence
- ✓ Make daily trust deposits that drive loyalty and engagement
- ✓ Create a team culture where people feel safe to speak up, mess up, and still belong

TESTIMONIAL OF PROGRAM

"At BWW, people are at the foundation of everything we do. And Justin's message tied directly into that with trust being the foundation of all things people. It was a great message for BWW and a great message for all the Operators to take home. He brings great energy and kept everyone connected."

PHIL ALBANESE, Senior VP of Operations at Buffalo Wild Wings

