



LEADERSHIP & TEAM PERFORMANCE KEYNOTE

One Move Away

FIVE MOVES ANYONE CAN MAKE FOR MORE TRUST, CANDOR, AND BELONGING

KEYNOTE DESCRIPTION

People don't leave because the work is hard. They leave because they get stuck and nobody shows up for them.

And we all get stuck. Stuck on the deadline we can't meet. Stuck in the relationship that isn't moving forward. Stuck in the conversation we don't know how to have. Stuck in the silence that's driving us further apart.

The question is never whether it happens. The question is how we show up for each other when it does.

That choice is what Justin Patton calls relational courage. Turning toward someone when turning away would be easier. It's the behavior underneath every trust problem organizations try to solve with engagement surveys and offsites. Because most problems aren't operational problems. They're trust problems in disguise, and they show up as turnover, silence in meetings, and the good people who quietly stop trying.

In this fast-paced, interactive keynote, Justin shares how trust isn't built in the big moments. It's built in the small ones. The moment someone speaks up instead of staying silent. The moment a teammate stays until the person next to them is back on their feet.

He gives every person in the room five specific moves they can make immediately, personally and professionally. Manage the glimpses. Say the thing. Create trust deposits. Put empathy first. Find the good and recognize it. He also names the behaviors that quietly erode trust on most teams, including the ones we don't realize we're doing.

This is a new definition of what it means to show up for each other. Not titles. Not authority. Being the one who notices. The one who stays.

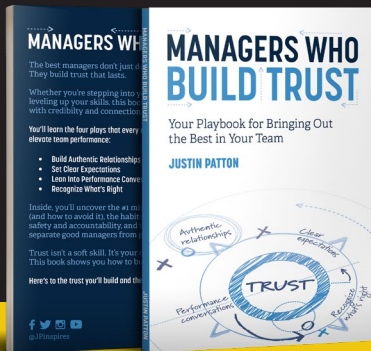
Because every team is one move away from the kind of trust where people have each other's back.

What move will you make?

PROGRAM OBJECTIVES

- ✓ Make five specific trust moves in their next conversation, not their next quarter
- ✓ Own the impact their presence has on the people around them
- ✓ Say the direct thing without losing the relationship
- ✓ Contribute to a team where people can speak up, mess up, and still belong
- ✓ Recognize the behaviors that quietly erode trust, including ones they don't realize they're doing





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WHO THIS SESSION IS BUILT FOR

WORKS FOR ALL-COMPANY MEETINGS, LEADERSHIP CONFERENCES, NEW MANAGER PROGRAMS, AND EXECUTIVE RETREATS.

- ✓ Effective as an opening keynote, where it gives everyone shared language for the rest of the event
- ✓ People have stopped speaking up, and leaders are reading the quiet as agreement
- ✓ Results are getting hit and the way they're getting hit is costing you people
- ✓ Managers got promoted for their performance and never got taught how to lead
- ✓ Everyone says they value trust and nobody can name what they actually do to build it

WHAT CLIENTS ARE SAYING

"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*

FOR YOUR PROGRAM GUIDE

USE THIS VERSION FOR YOUR PROGRAM GUIDE, AGENDA, OR EVENT APP.

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In this fast-paced, interactive keynote, Justin Patton gives every person five specific trust moves they can make immediately, personally and professionally. Because every team is one move away from the kind of trust where people have each other's back.

What move will you make?

