



One Move Away

FIVE TRUST MOVES THAT KEEP PEOPLE FROM WALKING AWAY

KEYNOTE DESCRIPTION

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

You've been stuck before. Stuck on the deadline you couldn't meet. Stuck in the conversation you didn't know how to have. Stuck in the silence that was driving you further apart. And you remember exactly who showed up. You also remember who didn't.

In this session, Justin keeps it real about what breaks teams. How going silent turns into resentment. How every relationship ends the same way, when people go emotionally bankrupt. And why the first impression is the one you should trust least, because the real read is how someone treats the people they're not trying to impress.

But this is not a sit-and-listen session. You'll laugh more than you expect to. You'll pick one person you know you need to turn back toward, even if it's been a while, even if it's awkward now. And you'll leave with a specific move to make with them this week. A coworker. Your boss. Your partner. Someone you've been avoiding.

You'll walk out with five specific trust moves you can use at work and at home, starting with the one you choose before you leave the room.

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

What move will you make?

PROGRAM OBJECTIVES

ALL PARTICIPANTS COMPLETE A LEARNING MAP DURING THE KEYNOTE

- ✓ 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





LEADERSHIP & TEAM PERFORMANCE KEYNOTE

One Move Away

FIVE TRUST MOVES THAT KEEP PEOPLE FROM WALKING AWAY

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.

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

We all get stuck. Stuck in a shift that won't end. 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. It's how we show up for each other when it does.

Justin Patton gives every person five specific trust moves they can make immediately, at work and at home. You'll laugh more than you expect to, and you'll leave with one move to make with someone you've been avoiding.

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

What move will you make?

