



## Joel's Keynote

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### **The TA DA of Change: Leading Teams During Change with Passion and Success**

In this hilarious interactive keynote, Joel invites members of the audience to participate in improvisational exercises to help illustrate the central message: That organizations and individuals should CELEBRATE every day successes to increase collaboration, productivity, passion and innovation.

Joel's presentations focus on the following:

#### **Seven Lessons Learned:**

1. Learn to celebrate work and create a positive environment.
2. Learn to improve collaboration and teamwork and help all partners find success.
3. Learn the three keys to leading change: be prepared; be focused; be open and flexible.
4. Learn the key to success during change: staying in the game and keeping your passion.
5. Learn to promote ownership and accountability.
6. Learn to encourage innovation by creating opportunity.
7. Learn to enhance communication.

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## 1. Celebrate Work and Create a Positive Environment

- Encourage fun with positive support and a Ta-Da!
- Think about all of the people around you. Who deserves appreciation? When you go home from work, take a few minutes and think about the day. Tomorrow, give out the thanks and appreciation.
- Choose to be positive, passionate and energized. Don't let change or something out of your control choose for you. Change will always choose frustration.
- Have fun. We are all in this together. Support each other. It is easier to take risks when we are supported in a positive manner.
- Do everything you can to reduce stress. Do everything you can to increase fun and passion.
- Think about what opportunities you need to be happy. Help others achieve their opportunity. You will be surprised how easy it is to receive and give those opportunities.
- Be present and in the moment with your customers, colleagues, partners and vendors.

## 2. Improving Collaboration and Teamwork during Change

- Ask one question each day: What can I do to help the people around me be successful? Ask the question, answer the question and act on the question.
- What is your one line in the story? Help those around you tell their story.
- Don't worry about who gets the credit. The less you worry about credit, the more you will receive.
- If you give someone opportunity and positive support, you will receive more from them. They will be more innovative, they will take more risks, they will produce more, and they will have more fun.

## 3. Leading Change

- Be prepared for change. Change is going to happen. Prepare for it.
- Be more focused. Focus on the task and change isn't as scary.
- Be more open and flexible to change. Most change is out of our control. We only control how we react to change and what our attitude will be.

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## 4. Staying in the Game during Change

- Improvisation teaches us that anything is possible. The games allow you to make mistakes. The only thing you can't do is quit. Once you give up, you fail.
- If you stay in the game, the guarantee is success. It might not be tomorrow or next month, but you will find success.
- To stay in the game, you may have to learn something new, work harder, try a different way, or get out of your comfort zone. It is hard. Staying in the game is also rewarding.

## 5. Promote Ownership and Responsibility

- You are the only who can make the choice to be passionate about what you do.
- If you provide the foundation for ownership, people care. If there is no ownership, nobody will care. The next step after caring is passion.
- You are responsible for your passion and happiness. We let other people determine our happiness, passion and energy. You need to be the one that makes that choice.

## 6. Encouraging Innovation

- Relax. Take five minutes each day and think. Don't think about anything in particular. Just think. Each time you will come up with an idea.
- Don't make up rules where rules do not exist; eliminating rules allows you to be more creative.
- Build on each other's ideas and be open; let go of your ego in the creative process.
- Sometimes you have to take an idea and run with it.
- Don't be afraid to make a mistake.
- Always reward the time and energy spent on innovation and not just the result.

## 7. Enhancing communication during Change

- Give the right amount of details at the right time. Some people need more details than others. Be patient and in the moment and you will understand the amount of detail required.
- Communication is a partnership. Fifty percent of your job is to direct; the other half is where you must act on another's direction.
- Be patient and positive.
- Great communication makes people feel comfortable, confident and in control.
- Listen and be in the moment.
- Sometimes you have to compromise. You can't communicate the same way to everyone.