

Here are some ideas for interviews you may like to conduct with Julie. Please contact becky@weavinginfluence.com to schedule your interview!

The Scary 80/20 Rule around Job Satisfaction

Right Management recently released survey results that reveal that only 19% of employees describe themselves as being 'satisfied' with their jobs. What's going on with the other 81%? The authors know. They can share information about what's dragging employees down. More importantly, they can shed light on what leaders at all levels of the organization can do about it.

Fewer New Jobs Does Not Mean Fewer Opportunities

INC. reports that according to a survey released in June from the Business Roundtable, an association of 150 CEOs who run large-scale companies, only 36% plan to add headcount before the end of the year. A pretty dismal report for those looking for new jobs. But not for those who have updated their view career development to resonate with current business realities. The authors can talk about the myths associated with career opportunity and how employees at all levels can advance and grow despite the economic outlook, lack of new roles, and disappearing upward mobility.

The End of Tidy Endings

Most business cultures bow down to wrapping meetings up with a great summary, checking things off a list, finishing a conversation with clear next steps, and getting definitive answers to the questions posed. Closure is king. The authors turn this sensibility upside down as they explore a new trend in business leadership. Drawing on research from early in the last century, leaders are beginning to leverage the Zeigarnik Effect. Consider the possibility that closure is overrated. Perhaps leaving things intentionally open or unfinished actually activates greater creativity, innovation and engagement. The authors can share the research and how leaders at every level of the organization can use unstructured endings to deliver uncommon results.

Death of the IPD Process

In organizations across the country, managers are rebelling. When it comes to onerous processes that put paperwork over people, they're mad and not going to take it anymore. Increasingly organizations are realizing that some of the systems they've created to ensure meaningful dialogue between manager and employee are backfiring. Forms are trumping function... literally.

There is a better way and it comes down to this: help managers engage in short, on-going conversations with employees about their career options, needs, and passions. Doing it on the spot - investing minutes rather than hours - is the wave of the future. And the authors can help readers ride that wave with specific, doable strategies for success.

What's Wrong with Work/Life Balance?

The statistics abound. Stress leaves. Increased medical costs. Absenteeism. Lack of productivity. And, in the most extreme situations suicide and death. Work/life balance is an issue that society and organizations need to address head-on. The authors offer a perspective for leaders and managers to consider. What if we help people redefine work and play? What if we blur the lines between the two? What if technology really did make us more productive without the negative side effects? The authors are prepared to explore these and more questions that help to reframe the whole balance question and provide tangible strategies for managers and employees alike.