

# Don Rheem

**Author; TEDx Speaker; CEO of E3 Solutions; Culture Changer**

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## Topics

- Communication
- Corporate Culture & Governance
- Distribution / Supply Chain Management
- Employee Engagement
- Human Resources / Workforce Issues
- Science
- TED-Talks



## About Don Rheem

Don Rheem is CEO of CultureID, an employee engagement tech company which allows organizations to build engaged, high-performance cultures. Rheem focuses on using neuroscience and behavioral science-backed research to consult with leaders in the public, private, and nonprofit sectors. His passion for delivering truly outstanding improvements in business performance conveys quickly to the CEOs and senior executives he works with.

A former science advisor to Congress and the Secretary of Health and Human Services, Rheem shares a grounded and empirically validated methodology to get employees more engaged and better positioned for success targeted at the bottom line.

Rheem and his team at CultureID show business leaders how to create the workplace conditions that trigger hard-wired motivators that improve employee performance. These intrinsic drivers of human behavior increase engagement in ways that improve productivity, team alignment, morale, and retention.

A leading speaker and author, Rheem lectures on employee engagement throughout North America and Europe helping thousands of CEOs understand the key drivers of exceptional workplace behavior. His ForbesBooks publication, *Thrive By Design: The Neuroscience That Drives High-Performance Cultures*, lays out the neurological underpinnings of human behavior that distinguish Don's company from conventional leadership consulting. As a featured TEDx speaker, Don presented some of his most popular content in *Can Work Save Our Relationships?* in 2018 and *How to Stay Ahead of the Future of Work* in 2022.

Don lives just outside of Washington, D.C. with his wife, Dr. Kathryn Rheem, and enjoys spending time with his family and writing in his free time.

## Select Keynotes

- **The Neuroscience of Employee Engagement**

What if your team looked forward to Mondays as much as Fridays?

Engaged employees are energized by their work and what they can contribute to the team; they love being challenged and making a difference. They are productive, positive, and great ambassadors of your brand – which makes your organization more profitable and successful. To tap into this kind of employee behavior and foster deep, lasting engagement, you need to align the workplace with the brain's hardwired expectations that allow individuals to perform at their fullest capacity.

In this energizing keynote, Don Rheem breaks down the science that triggers exemplary workplace behavior at a neurological level, so you can understand how to foster a thriving culture and apply what you're learning immediately.

- **Empowering Teams: Cultivating Psychological Safety in the Workplace**

In today's workplace, psychological safety emerges as a critical factor, deeply rooted in our evolutionary instinct for survival and the need for a secure environment. Recognizing that our brains still respond to contemporary challenges—like project performance or negative feedback—with primal reactions, it's essential for leaders to foster a culture where psychological safety is prioritized. By establishing and reinforcing this foundation, organizations can cultivate resilient, high-performing teams where individuals feel valued, heard, and empowered to take risks and contribute their best work.

Join us for this unique training opportunity and move the needle in creating a more innovative, empowered, and resilient workforce.

## Learning Objectives:

- ❖ Explore the evolutionary roots of psychological safety and its impact today on well-being and performance.
- ❖ Understand the responsibility of leaders in creating and sustaining a psychologically safe workplace.
- ❖ Identify common barriers to psychological safety within teams and practical strategies to overcome them.
- ❖ Differentiate between coddling and empowerment.
- ❖ Enhance communication skills to promote open dialogue and active listening.
- ❖ Equip employees with tools to manage stress and build resilience.

## • How to Stay Ahead of the Future of Work

Whether we know it consciously or not, each one of us has hardwired needs that must be met in order to thrive. This human reality also applies in the workplace. The underpinning of these needs lies in the timeless science of psychological safety and what leadership expert Don Rheem refers to as *emotional velcro*.

Join Rheem as he translates these findings along with cutting edge research to provide a recipe for organizational success never seen before. Finally, leaders have a reliable approach that keeps them ahead of the curve - no matter what tomorrow brings.

## Select Book Titles

- **2017:** Thrive By Design: The Neuroscience That Drives High-Performance Cultures

## Select Articles

- [Money Isn't Enough: 4 Incentives to Motivate Your Employees](#)

Four proven strategies from my book, Thrive By Design: The Neuroscience That Drives High-Performance Cultures, that leaders can use to help foster deep, lasting employee engagement.

- [Why You Should Ignore Employee Appreciation Day](#)

Modern brain science is pretty clear about how often people need to be appreciated: every day.

- [Are Your Employees Bowling Alone?](#)

In order for leaders to create high-performing organizations, it's now more important than ever before to ensure that their employees don't feel as if they are "bowling alone" at work.

- [Why The Current Immigration Debate Will Soon Be Moot](#)

My lens here is strictly business. It will be painfully clear in the next few years that our economy cannot function without more people.

## Select Testimonials

"After reading Thrive by Design, you'll never think the same way about leadership again!"

— CEO

"Don Rheem was one of the best presenters any of us had ever encountered. I began to see positive changes within a short time as we started implementing E3 Solutions' best practices. Feedback was overwhelmingly positive and several colleagues expressed a desire to bring him in to work with their organizations."

— Elizabeth Donoghue, FLAIRS

"A survey is just a survey, the interpretation, coaching, training, and guidance is what makes the difference. E3 is helping us move the mark on engagement."

— HR Director, CultureID Client at E3

I just finished one of the most interesting and information seminars in my professional career. Thank you Don Rheem and E3 Solutions for sharing your knowledge with us - The Science of Employee Engagement and Retention was a masterclass that did not disappoint!

– *Sue Veitch, HR Manager*

"The session was great and exceeded my expectations! As a science buff, this is the first leadership training I believe in."

– *VP HR, Workshop Attendee*