

# Galen Emanuele

## Team Culture, Leadership, and Emotional Intelligence Expert

Please contact a GDA agent for information.

### Topics

- Communication
- Corporate Culture & Governance
- Emotional Intelligence
- Employee Engagement
- Leadership
- Teamwork / Teambuilding

### About Galen Emanuele

Galen transforms the way teams and organizations approach and establish culture, and how humans perform together and impact each other at work. His unique content is full of actionable tools to massively improve team dynamics, communication, EQ, and generate high-level performance and engagement.

A highly sought-after international speaker, with clients including Microsoft, Safeway, and NASA, Galen is also a world-class improviser, having taught and performed improv for many years and toured with the cast from *Whose Line Is It Anyway?*

An authentic, captivating teacher and performer, Galen has a unique gift of cutting through the noise and fluffy language to translate broad concepts into simple, practical skills and mindsets. Developed over thousands of hours on stage working with audiences and teams, his profound truths and tangible takeaways permanently change the way humans show up in business and life.

### Select Keynotes

- **Shift Yes: Transform Your Teams With "Yes And"**

Galen's highly-interactive session teaches leaders and employees how to apply the core tenets of improv to skyrocket communication, leadership, self awareness, emotional intelligence, and team culture. Through skill-building exercises, participants come away with actionable tools to contribute to an intentional culture and be more effective team members and leaders through the five core tenets of improv; *Saying Yes, Listening & Being Present, Making Others Look Good, Embracing Change, and Choosing Positivity*. The concepts are universal and the activities are profound, simple, and relatable. No one gets called up on stage or put on the spot. It is equally impactful for introverts, extroverts, and audiences of all industries, personality types, and backgrounds.

**Audience:** Intended for all levels and roles inside an organization. If attendees are human and work with other humans, this will have massive value for all communication, interactions, and working relationships.

#### Attendees will:

- ◊ Understand how to communicate and influence others with the tools of "Yes, And."
- ◊ Learn to be present, connected, and fully engaged in their communications.
- ◊ Contribute to a collaborative team culture of support and strive to make others look good.
- ◊ Adapt positively to change, be receptive to new ideas, and navigate conflict more easily.
- ◊ Take responsibility for the way they show up and impact others every day.

- **Create & Establish Exceptional Company Culture**

In simple terms, culture is the way people show up, treat each other, and approach their work; it's the rules of engagement that define what it means to be part of a team. Exceptional culture is achieved through clearly defined behaviors and mindsets that are universally understood, that everyone takes ownership and accountability for, and that no one is exempt from.

This session will blow the doors off the way you approach and drive culture in your organization. Galen translates the elusive, complex topic of



'culture' into a fresh, step by step approach to build, integrate, and live a culture of your own design. Without question, exceptional culture boosts engagement and performance, what's missing from the tool belt of many executive teams is simply HOW to do it with consistency and success. In this session you will learn how to establish clearly defined behaviors and mindsets to transform the way your people show up and perform together every day. Galen also provides a takeaway resource for teams to begin implementing his work immediately. Flat out, this will change the game for you, your team, and organization.

**Audience:** This session is specifically designed for leadership and executive teams.

**Attendees will:**

- ◊ Go beyond mission statements and lists of values and learn how to actually establish a tangible and intentional culture.
- ◊ Gain a comprehensive understanding of Galen's "Clarity, Commitment, Consistency" approach for leadership teams.
- ◊ Receive Galen's Strategic Culture Plan to guide you and your team step-by-step through designing and implementing your culture.

• **Designing a Culture of Feedback**

Feedback done well within organizations is imperative to building trust, growth, and accelerating improvement. The ability to skillfully give and receive feedback is a requirement for personal and professional growth, and it reduces a lot of unnecessary static and conflict on teams.

In this session, Galen shows teams how to build a culture of feedback where it is not viewed as criticism, but a valuable opportunity to improve, strengthen relationships, and contribute to each other's growth and success. Teams and leaders will learn to establish and embrace an environment that is open and receptive to feedback; where it's productive, safe, welcome, and sought after. He will provide a simple, effective models for skillfully giving and receiving feedback to create a familiar structure and common language so that the process and experience is positive, effective, and consistent across the team.

**Audience:** Intended for all levels and roles inside of an organization.

**Attendees will:**

- ◊ Learn how to skillfully give and receive feedback using simple, teachable models for consistency and common language around feedback.
- ◊ Gain tools and mindsets to establish a "Culture of Feedback" on their team and inside their organization.
- ◊ Shift their perspective and relationship with feedback to embrace a growth mindset of continual learning and improvement.

• **Leading & Thriving Through Change**

In this session, Galen will provide tools, mindsets, and takeaways for teams to increase change agility, resilience, and skillfully lead and navigate through change. His activities and insights will show participants how to respond to change and embrace it in a way that allows them to thrive instead of feeling like they're treading water to survive. This session can be tailored specifically to employees and/or leaders around how they can effectively move through change and show up to support their teams during times of change.

**Audience:** Intended for all levels and roles inside of an organization.

**Attendees will:**

- ◊ Gain tools, mindsets, and takeaways for navigating change, reducing struggle, and lowering change fatigue.
- ◊ Learn how to skillfully move through change as a team, and show up as effective coworkers and leaders in times of upheaval or uncertainty.
- ◊ Respond positively and embrace change as an opportunity for growth instead of a threat or loss.
- ◊ Understand the Change Curve and how to embrace the natural ups and downs to thrive instead of feeling overwhelmed or just treading water to survive.

• **Delivering a "No" and Navigating Conflict**

One of the biggest challenges that we face in business and as humans is how to effectively deliver a 'no' and navigate conflict. These are amplified in business where taking the wrong approach can destroy engagement, morale, creativity, and even your personal reputation. In this session Galen teaches how to successfully navigate the art of delivering a 'no' and navigating conflict, providing a concise set of tools and framework. Learn how to take a collaborative, strategic approach that puts the relationship first, focuses on a solution, and feels authentic and supportive without crushing employee and team morale.

**Audience:** Intended for all levels and roles inside an organization. If attendees are human and work with other humans, this will have massive value for all communication, interactions, and working relationships.

**Attendees will:**

- ◊ Learn how to say "no" to the idea but "yes" to the person in a collaborative way that puts the relationship first.
- ◊ Understand how to effectively diffuse and navigate conflict by making others feel listened to and considered while focusing on

solutions.

- ◊ Collaboratively find solutions or arrive at “no” in a way that elicits engagement and doesn’t damage morale.
- ◊ Drive a culture of innovation and improvement where people feel safe to share ideas without taking a ‘no’ personally.

### • Improving Your Leadership Presence & Impact

Leaders will develop their own Leadership DNA Code to dramatically increase personal impact and influence, self-awareness, and effectiveness. Leaders will define their own leadership style and presence and receive training on a model for skillfully giving & receiving feedback and coaching, and the five tenets to establish a ‘Culture of Feedback’ for consistent growth, development, & accountability. This is not a session about theories and ideas, these are concrete, actionable skills and follow through takeaways to transform the way participants show up in their roles as colleagues, impact and build relationships, and lead their teams every day.

**Audience:** This session is designed for leaders and leadership teams specifically.

#### Attendees will:

- ◊ Develop and define leadership impact, identity, and presence using Galen’s “Leadership DNA Code” resource.
- ◊ Gain a comprehensive, simplified model for skillfully giving and receiving feedback and coaching in an effective way.
- ◊ Learn how to establish a consistent culture of feedback inside of a team and organization for constant growth and higher accountability.

### Select Book Titles

- **2017:** The 'Yes, And' Manifesto - Free Download - his manifesto outlines what an exceptional “Yes, And” culture looks like on a day-to-day basis.

### Select Articles

- [The 5 Tenets to Build a Culture of Feedback](#)

With so many teams and employees working remotely, the conversations about keeping remote employees engaged and motivated have come to the forefront. Building and maintaining team culture from afar is important, here are five ways companies and leaders can up their game and awareness.

- [3 Easy Ways to Stop Micromanaging](#)

With many teams working remotely and leaders trying to navigate managing those teams and individuals, a topic that has come to the forefront is micromanaging. Micromanaging is a sign of incompetence; it's deflating and absurd. People don't need babysitting, they need leadership to set clear expectations, give them what they need to be successful, and then stay out of their way.

- [5 Words That Will Level Up Your EQ](#)

As you navigate the waters of interacting with other people in your life, the more tools you have in your toolbox the more successful you will be. Much of your business and personal experiences and success rely largely on your ability to effectively deal with the dynamics and sticky situations that are a natural result of interacting with others; especially around communication and conflict. This is why emotional intelligence is so vital for leaders and teams.

### Select Testimonials

“This was by far the best session I have ever attended at any conference. Never seen a speaker connect with an audience quite like Galen. I left feeling empowered and excited to use these tools in my work and life. Thank you for opening up my eyes Galen, it was fabulous!”

— ASAE Annual National Conference Attendee

“I had the great pleasure of attending Galen's keynote presentations at our two West Coast all area meetings in San Francisco and Seattle. Galen made a tremendous impression on the groups of 500 at each day long session. I recommend Galen's work and passion on the subject of managing our communications in daily life. His work is powerful and he has practical tips we can all use every day in being better at our jobs.”

— Bill Concannon – CEO, CBRE

“Galen joined us for a large sales and planning meeting with an audience consisting of very focused Commercial, Wealth Management, Private and Consumer Bank leaders. Galen effortlessly pulled this diverse audience into an hour of engagement, learning and lots of laughter. His message was relatable on both a professional and personal level and the audience reviews were top notch for him. We plan on bringing him back for an alternate audience this year as we feel like the messaging and tone is exactly what we want to encourage and help thrive at our organization.”

– *Cathie Winegar, Vice President, Washington Trust Bank*

"Galen's unique approach to shifting culture is fun, simple, and extremely high impact. His ability to get 100% of the room quickly engaged, relaxed, and leaning into the experience makes him truly one of a kind. My team walked away immediately changing their approach to how they operate as one team, stay positive, get more engaged, and find paths to yes. I've never left a training session where I've heard so much positive and immediate impact made in such a short period of time."

– *Christian Gerron, VP of Sales & Service, North America, Expedia*

"The core of Galen's genius is that he disguises deep work that all companies and leaders need to do as simple lessons that anyone can learn. Galen is a phenomenal force and a much-needed voice in the conversations that are going on about corporate culture. Some of the work that Galen does with teams is immediately apparent in how your teams change their conversations. The bigger work and the tougher stuff becomes apparent over time - and it's worth investing in."

– *Christine Wilcox, VP of Communications & Education, Albertsons Companies*

"Galen's session with my extended leadership team was both fun and impactful. His core message of harnessing the principles of improv to enable a stronger, higher-performing team was very well received. He delivers the content in a way that is interactive, uplifting, and exudes positive energy. The leaders on my team enjoyed the experience so much, I subsequently brought Galen in again to allow my entire organization to share in Galen's insights and energy. This session was well worth the investment. Thank you, Galen!"

– *Eileen Johnston, CFO Worldwide Services, Microsoft*

"One of our franchisees commented after Galen's session, 'This is why I come to this Conference.' Everybody loved Galen's energy, understanding and passion for our brand, and his fresh, essential message. His session was motivating, inspiring and gave our franchisees real world tools to better their teams. Galen had everyone interacting, moving and thinking. He (and his survey results) exceeded expectations, which were very high. We ALL recommend him highly."

– *Joni Magnus-Ramsey, Sr. Marketing Manager & Events, CK Franchising, Inc.*