

# Jenn Lim

## CEO | Founder | Bestselling Author | Global Workplace Expert

Please contact a GDA agent for information.

### Topics

- Branding / Marketing
- Business Growth / Strategy / Trends
- Communication
- Corporate Culture & Governance
- Emotional Intelligence
- Employee Engagement

### About Jenn Lim

Jenn Lim wears a lot of hats – literally and figuratively. She’s a bestselling author and has been named one of the World’s Top 50 Keynote Speakers. She’s had the privilege of leading a company to the Inc. 5000 Fastest Growing List, sitting on the Global Happiness Council of Work & Wellbeing, and working with hundreds of companies – from Fortune 500s and Best Places to Work to startups and governments.

Jenn’s approach to leadership is not for the faint of heart. She speaks the truth powered by a real-talk style that doesn’t shy away from tough topics, cuts through the fluff, and gets to what matters most. Her authentic approach and eons of experience in people, culture, and org design give her the street cred to back up her purpose of nurturing fulfilling lives through the work/life choices we make every day. And yet, despite her reputation as a “global workplace expert,” Jenn remains grounded, down to earth, and refreshingly weird.

When we all got 2020’d, the world needed a change of perspective. As it turns out, people have resonated with Jenn’s simple yet profound belief: we can be leaders at all levels, live true to our authentic selves, and create workplaces rooted in happiness and humanity. She’s grateful she can share as one of the world’s highest rated speakers, with regular features in publications like Inc., Forbes, Fast Company, Fortune, Entrepreneur, and Success Magazine.

Jenn inspires folks around the world on ways to find meaning, grit, and joy, even in the toughest of times. She reminds us how we can all ripple an impact when we get real with ourselves first. When she’s not speaking or advising, you’ll find her spontaneously starting a dance party or meditating anytime she’s got a quiet minute. And if you need help parallel parking when you’re in a tough spot, she’s got your back (literally and figuratively).

### Select Keynotes

- **Welcome To The New Workplace**

*Where do we grow from here for people, adaptability, and impact? What is the new work world, and how best do we rally to get people plugged in again?*

As Jenn likes to frame it, the whole world got 2020’d, and the “future of work” is already happening now. With change still happening all around us, it’s more important than ever to get your team aligned to do their best work and feel (beyond) happy. Teams need tools to embrace the constant volatility and uncertainty. They want real-talk, and they want it now.

In this session, Jenn will share the greenhouse elements every workplace needs to fully adapt and thrive, first as individuals, then as a team and community. Learn how the Greenhouse Model can help your team feel connected with a sense of belonging, communicate effectively, and feel purpose-aligned with their team and company.

#### Defining questions of our time:

- ◊ How might we find meaning and create positive impact in our work and communities – regardless of the challenges the world throws our way?
- ◊ How might individuals make a bigger impact towards business growth and success?
- ◊ How might companies modernize org design so we can each do our best work because we love it?

*\*Corresponding interactive breakout sessions and workshops available topics.*



## • Real Talk on New Ways to Recruit + Retain Top Talent

*The real reason behind all of the latest workplace trends – from Great Resignations and quiet Quitting to the next workplace trend or social media phenomenon – how we can get beyond the buzzwords to the root of workplace issues.*

Employees are self-selecting and “speaking with their feet” in search of more than just a paycheck. While the way we work keeps shifting between in-person, remote, and hybrid, employees are jumping ship or checking out for their own reasons.

The workplace trends we’ve been experiencing all stem from systemic issues that make one thing clear – the way we work just isn’t working anymore. As leaders, we need to understand what’s really at the core beyond pay or a big benefit package.

In this session, Jenn will uncover what’s needed inside every culture to attract and retain top talent and how to create environments where people can do their best work. She’ll also share post-2020 examples of how companies can build cultures that keep employees coming back, showing up fully, and performing their best.

### How can we:

- ◊ Evolve transactional relationships into meaningful ones by creating triple wins (benefitting yourself, your teams, and the community at large at the same time)?
- ◊ Create organizations that treat people as assets, not expenses?
- ◊ Strategize for long-term (not just short-term) gain?

*\*Corresponding interactive breakout sessions and workshops available.*

## • What's Beyond Happiness?

### Since the world hit reset in 2020, people have been asking:

- ◊ How do I prioritize and live every day by doing the things most important to me?
- ◊ Am I living an authentic life that’s true to myself and not what others expect of me?
- ◊ How do I know if I’m spending the minutes of my day meaningfully?

Whether you lead a company, teams, or your own work/life, it’s time to get to the core of who you are, live the purposeful life you want, and ripple your impact to people in your business and beyond.

In this session, Jenn shares why it’s time to reframe happiness, the role that life’s highs and lows play, and how we’re more resilient when we live with happiness and humanity. She’ll define what it means to take care of your greenhouse as you grow others and explain the new concept of the Double ROI – Return on Investment and Ripple of Impact.

When we apply the learnings from Beyond Happiness, we wake up knowing, regardless of what bad news might be in the headlines that day, that we’re grounded in our internal worlds. That we’re putting our time and talents to the best use in service of ourselves and everyone we touch in our ecosystems.

*\*Corresponding interactive breakout sessions and workshops available.*

## • What's In It For Me? What's In It For All?

### How people think, say, and DO with alignment and belonging.

It’s no secret that core values are essential to culture and success. The majority of companies have defined their values. But do those values still ring true and represent the company you are today? Do your employees align and actually live these values daily? And, are your values leading up to a purpose that drives your company’s success?

In this session, Jenn will share the significant impact teams experience when individuals define their personal values and ladder those up to the organizational values. She’ll share her values journey from life BC (Before Covid) to life AC (After Covid) and how those values may have changed. When we know our values – and how to LIVE them – we realize how our decisions impact our lives and the organization as a whole, for better or worse.

### How can we simultaneously answer:

- ◊ What are the ways we can *imbed and live* purpose + values so they’re not meaningless words on the wall?
- ◊ What’s in it for ME?
- ◊ What’s in it for ALL? (teams, customers, and our ecosystem)

*\*Corresponding interactive breakout sessions and workshops available.*

## • Bring Humanity to Work

### Get real with ourselves and our teams for a more whole, authentic workplace.

When we show up authentically at work, we can bring our whole selves, which benefits everyone on the team. When leaders encourage others to bring their whole selves and unique perspectives to each situation, solutions are created, innovation happens, and diversity, equity, inclusion, and belonging flow more naturally.

Jenn will inspire you and your team to show up authentically and embrace the highs and lows in work/life. Leaders who create a genuine, inclusive work environment know it's not just the "RIGHT THING TO DO"; they know it's also creating more profits and purpose in the world. When we get real with ourselves, THAT'S when happiness and humanity come alive.

#### How can we:

- ❖ Create systemic environments where we all meaningfully connect and feel a sense of belonging?
- ❖ Cultivate people ecosystems that bring happiness, embrace wholeness, and nurture new ways to feel more human at work?
- ❖ Stop focusing on doing things right for efficiency and focus on doing the right things for people?

*\*Corresponding interactive breakout sessions and workshops available.*

#### • ME + WE + COMMUNITY

##### **Flowing Beyond Happiness to Unleash Human Potential for a Purposeful +Positive Double ROI (Return on Investment/Ripple of Impact).**

At every defining moment in the consumer life cycle, there are opportunities to create a strong positive (or negative) brand experience, and those moments start with the employee. When we create a triple win—people are supported as individuals, teams/customers are supported, and businesses are more successful.

In this session, Jenn shares how as leaders, we can adapt to change, be profitable and purposeful, and support all people and our stakeholders (spoiler alert...it starts with your greenhouse first). When we nurture our greenhouse, we can then nurture others and create a ripple effect that positively impacts our whole ecosystem of people.

Starting with the employee means embracing with purpose and values the entire life cycle of humans, not just the time they spend on the clock. She'll share real-world examples of organizations applying these greenhouse elements, which led to happier customers, more brand loyalty, and more profitable, impactful businesses.

The bottom line is when values, purpose, and behaviors align, a positive ripple of impact flows from the individual to team and company to customers, partners, vendors, and even the society and planet.

*\*Corresponding interactive breakout sessions and workshops available.*

#### Select Book Titles

- **2021:** Beyond Happiness: How Authentic Leaders Prioritize Purpose and People for Growth and Impact

#### Select Articles

- [SUCCESS You've probably had the Sunday scaries. To beat them, consider 'bare minimum Mondays'](#)

Most of us are familiar with the Sunday scaries. Marisa Jo knew those feelings all too well: "I would wake up on Monday already feeling behind, overwhelmed, and anxious — this feeling would only compound as the week continued." "I was trying to get myself to overachieve my way out of the burnout I was experiencing, but of course, that didn't work." Sick of the "instant panic" she felt upon waking up, she gave herself permission one Monday last year to do the bare minimum for work.

- [How to Achieve \(and Keep\) a Great Company Culture](#)
- [Pay Transparency Is Not EnoughBut it is a start.](#)

Here's how to make your workplace more equitable and attract top talent.

- [How To Use 'Quiet Hiring' to Your Advantage](#)

It's a new year and there's a new workplace buzzword in play: quiet hiring . What is it and what does it involve? Most important: How can you take advantage of it if it happens to you ?

- [Experts Predict 2023 Will Be the Year of 'Quiet Hiring'—Here's What to Expect](#)

Quiet quitting was trending in 2022, as employees responded to feeling underappreciated, underutilized and under-compensated. So, they stopped trying, doing the bare minimum necessary to stay employed and fly under the radar. Business leaders now have a response, one called "quiet hiring." This new workplace phenomenon is the result of bosses trying to figure out creative ways to fill gaps in their companies without spending extra money to hire new employees. With the 2022 talent shortage going strong and 11 million jobs still unfilled, according to the U.S. Department of Labor, leaders are restructuring to find their best talent within.

- [Gen Z kinda wants to return to the office, but everyone else doesn't. Why you need to meet in the middle](#)

The CEO of Delivering Happiness says it's easy to make a sweeping mandate to revoke work-from-home privileges or maintain remote forever but the resulting effects aren't worth it.

- [How Employees and Employers Can Thrive With a 4-Day Workweek](#)

A four-day workweek may soon become a reality for many as employers realize its benefits.

- [Can Money Buy Happiness?](#)

Stop Spending Money to Avoid Uncomfortable Emotions

- ['Bare Minimum Monday' Controversy: Quiet Quitting Versus Mitigating Burnout](#)

Currently batted around the workplace, the term Bare Minimum Mondays (BMMs), means different things to different people. Some see it as a passive-aggressive extension of quiet quitting when workers object to overworking—doing as little as possible to get through the Monday doldrums without major deadlines, meetings and sifting through inboxes. Others view it as a form of self-care to maintain work-life balance and prevent job burnout.

- [What the What! Salesforce Layoffs](#)

You know those moments when you're scrolling through the news or hear about the latest trend on social media, that stops you in your tracks and makes you think, "what, the what?!" Yes, those moments. I'm going to start sharing some of my "What, the what?!" moments (the good, the bad and the ugly) that I come across within the workplace or everyday topics that are happening in the world. In this edition of #WTW, I'm sharing my take on the recent Salesforce layoffs and some of the key learnings we can apply from everything that went down.

- [What the What! Mental Monday](#)

In this week's WTW?! ["What the What?!"] instead of jumping on the bandwagon of all the new workplace trends — being quiet or raging or getting by on bare minimum Mondays — how about a "Mental Monday" instead. What if we reframe the usual dread of Mondays by taking a small (but big) step towards prioritizing our mental health? Then we can start seeing what's beyond the latest trend and understand \*for ourselves\* what meaningful change can be.

- [What the What! Learning from NBA Star Giannis Antetokounmpo](#)

This What the What?! episode is inspired by the NBA playoffs (gooo dubs!) and what important live/work lessons we can learn from people that compete for a living.

## Select Testimonials

Jenn really connected well with the audience early, used humor effectively, and utilized an AMC personal experience in her speech. Jenn's PowerPoint presentation was terrific: highly stylized, smart, and fun."

— *AMC Theaters Annual Leadership Conference*

"Jenn Lim brought the insights, authenticity, and actionable advice that the California Conference for Women audience needed to hear this year. She challenged us all to be better leaders by embracing our humanness, our grief, and our joy. Thank you for reminding us to water our greenhouses and showing us the realness that comes beyond happiness."

— *Carolyn Gan, Program Director, Conferences for Women*

"Jenn is highly personal and approaches problems like a friend of yours would. Jenn's willingness to make things uncomfortable is not common from consultants. Consultants are usually looking to not get fired and at best, get a change order and extend a project. Jenn is looking to provoke. There is a level of challenge inside of it that other consultants would shy away from."

— *Danny Brooks, ex-VP of Culture, Starbucks and Cofounder, Penrose*

"WE DID IT! We pulled off a meaningful program that will help our members transform their organizations in a positive way for years to come. I'm so grateful to you and the entire team for placing your trust in us and being tremendous partners in learning. You all have created an incredible ripple of impact for us as well."

— *Erika Liodice, Executive Director, Alliance for Innovation and Transformation*

Jenn was wonderful. She was engaging and educating and really just an all-around great person. The clients were very happy.”

– *Genentech Leadership Fall Summit*

Thank you for speaking at Toyota. I loved your presentation and messaging. You touched on so many topics that I know we can use immediately. You’ve inspired me to leave a legacy that makes a difference in my organization. You are truly an inspiration to all of us, thank you!

– *Janet Fujimoto, Talent Management Officer, Toyota*

I wanted to thank you for taking the time out of your busy schedule to speak at the Patient Experience Conference at the Cleveland Clinic. You were the highest rated speaker of the event and I believe that it is a testament to your skill as a speaker, but more importantly a validation of your message!

– *Jim Merlino, Chief Experience Officer, Cleveland Clinic*

“I had the privilege of attending the Better Works—EmpowerHR conference today, and I'm still buzzing from all of the amazing insights and connections I gained! One of my favorite moments was hearing from Jenn Lim, who gave a powerful keynote speech on the importance of creating a positive workplace culture. Jenn's talk really resonated with me, and it was so inspiring to hear about her experiences working with companies to build more engaged and fulfilled teams. Her message was a powerful reminder of the impact that professionals can have on their organizations. Feeling inspired + I can't wait to put some of these learnings into practice in my own work.”

– *Payton Morey, Summer Moon Coffee*

Jenn – You are an absolute delight. It was such a joy watching you hold that crowd spellbound. You have a beautiful story, a beautiful countenance, a beautiful mission – and we were very very grateful you shared it with us. Would be fun to think with you at some point about how to get your vision more embedded in the fabric of how care is delivered in the US...we could all use more happiness.”

– *TEDMed, Health 2.0 Conference*