

Eric Termuende

Entrepreneur; Bestselling Author; Workplace Culture and Employee Engagement Expert

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Topics

- Business Growth / Strategy / Trends
- Communication
- Corporate Culture & Governance
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- Employee Engagement
- Human Resources / Workforce Issues
- Leadership
- Teamwork / Teambuilding

About Eric Termuende

Eric Termuende is a best-selling author, internationally recognized thought leader, and keynote speaker on all things future of work, leadership, workplace culture, and talent management. After years spent studying the world's greatest places to work, he has deciphered what sets amazing leaders apart from the rest, and what it takes to build incredible teams that are resilient, innovative, and ready for the future.

His research and insights have inspired category-leading companies like Amazon, Coca-Cola, Nationwide, IBM, Zoom, Nokia, John Deere, and Toyota, to name a few. Eric's perspectives and accomplishments have also been featured in Forbes, Fast Company, Inc., and many other prominent publications.

In addition to the hundreds of keynotes he has delivered around the world, Eric is an entrepreneur and leader in his own right. As co-founder of NoW of Work, Eric has been named one of the world's Top 100 Emerging Innovators by American Express, making him a trusted resource as we collectively navigate the future of work together.

Eric's keynotes aren't just engaging and insightful, they're a fun, practical journey loaded with actionable takeaways that audiences can implement right away. Those that attend Eric's keynotes often share that his refreshing, down-to-earth messaging not only gets them excited about the future, but also provides the practical tools and know-how to build teams and thrive in it.

Select Keynotes

- **Blueprint to the Future: Leading in a New World of Work**

While the trends, charts, graphs, and predictions about the future of work are interesting, the rhetoric around the future of work is often stuck on what it might look like, not how we get there. Instead of wasting time trying to predict what's next, leaders need to better understand the specific steps we need to take to focus on building incredible teams that thrive in the face of adversity and uncertainty; and have each other's backs along the way.

In this engaging, insight-filled, and actionable presentation, workplace culture and leadership expert Eric Termuende shares his research-backed blueprint for successful leadership in a world that has yet to be created.

Attendees will receive a practical guide to building teams that are more productive, engaged, creative, and innovative. They'll learn from the experiences of the National Football League, category-leading companies, and trailblazers from around the world about the importance of building trust, removing friction, and creating a culture of experimentation.

What audiences come away with:

- Practical strategies to boost trust, resilience, and camaraderie
- Research-backed insights on building team agility and excitement toward impending change
- An understanding of how to harness the power of one-degree shifts



- ◊ Methods for finding and reducing friction within teams
- ◊ Actionable steps to cultivate a culture of experimentation, risk-free

• **Leadership and AI: Building High-Performing Teams in the New World of Work**

Weaving its way into nearly every conversation from the boardroom to the dinner table, we talk about AI like we talk about any news story of the day. AI though, isn't just a news story, nor is it a flash-in-the-pan, it is a revolutionary technology that is turning the page and starting a brand-new chapter in the world of work and leadership.

Today, leaders of category-leading companies, associations, and non-profits need to not only understand what AI *truly* is, but where it came from, how it will change the world of work in the years to come, and how the foundations of building trust, belonging, and connection haven't changed one bit. The very best leaders don't just know what AI is, they know how to build high-performing teams as AI continues to invade the workplace.

In this insightful, actionable, and eye-opening keynote, leaders will understand specifically how to build resilient, trusting, and engaged teams both because of and despite AI in a world that is changing faster than we'll ever understand. While AI won't replace us, the leaders that understand AI and know what to do about it most certainly will. In this keynote, Eric Termuende will teach exactly how to be a better leader in a world dominated by AI.

What audiences comes away with:

- ◊ What AI really is, how it is changing the world of work, and what to watch out for
- ◊ How to build trust on their team when change appears to be constant
- ◊ 3 tips to boost engagement, remove friction, and navigate uncertainty
- ◊ Why AI is a tool and not a threat
- ◊ Strategies to boost camaraderie and experimentation across teams
- ◊ The ethics of AI and what we truly need to know

• **Unwavering: Building Incredible Teams for the Future of Work**

Uncertainty is inevitable in the new world of work. In the face of ongoing change, will we see our people running for the exits, or will they be there to support and help each other? Change is happening faster than ever before and building unwavering teams that are resilient, ultra-collaborative, and even excited about that change has never been more important. But how do we build unwavering teams? Trust, empathy, and ongoing experimentation.

Workplace culture and leadership expert Eric Termuende has spent nearly a decade decoding exactly what creates unwavering teams: those that are resilient, rooted in belonging, and have a deep sense of safety and inclusivity. These are the types of teams that thrive through change because they know that while change may be difficult, the only thing worse is standing still. Eric has created a playbook for cultivating unwavering teams, and in this session, attendees will both learn it and be able to take it home with them.

By discovering how to enhance collaboration, developing excitement for all of the possibilities experimentation yield, and deciphering the root of trust across a team, attendees will come away from this session understanding how to become the incredible leader who inspire their teams to perform at their best and stand strong through anything the future may hold.

What audiences come away with:

- ◊ Deep knowledge about the root of collaboration and how to enhance it across the team
- ◊ Research-backed insights trust, psychological safety, and belonging at work
- ◊ How to enhance excitement about change and how to involve the whole team in the process
- ◊ The most important question to ask to get engagement and buy-in
- ◊ Why the future is something to be excited about, not scared of

• **Snowflakes and Fingerprints: How to Attract Top Talent in the Future of Work**

Regardless of where we look, talent shortages are impacting every industry, and competition is fierce. With an entire generation on the precipice of retirement, and not enough workers ready to replace them, the situation is only going to get fiercer. More than ever before, we need to do whatever we can to attract and retain top talent. But what is that? After a decade of research on the world's greatest places to work, workplace culture and leadership expert Eric Termuende has the answer.

Like snowflakes and fingerprints, it all comes down to uniqueness. The days of job listings demanding an extensive list of skills and attributes from potential employees are gone. Instead, we need to talk about the larger workplace experience and the difference our organizations are making in the world. To attract the right talent in today's environment, we must plant our metaphorical flag in the ground and emphasize what makes us, as employers, different from the rest.

This means highlighting not only how and where we work, but also the more intangible aspects of our organization, like our purpose and values. It means leveraging our current employees' experiences and sharing why they love their jobs. To attract talent in the future of work we need to

be loud and proud about the things that make us uniquely us.

In this fun and takeaway-filled presentation, attendees will not only learn how to create their own compelling stories to attract the right talent to their organization, but they'll also leave with a talent attraction framework they can continue to refine as the world of work keeps evolving.

What audiences come away with:

- ◊ Actionable ways to create and share a unique, sticky, and impactful employee value proposition
- ◊ Key strategies for leveraging your best recruiters (a.k.a. your existing team)
- ◊ An understanding of why creating a 'best' place to work might not mean what you think it does (and what licorice, cilantro, and pineapple pizza has to do with it)
- ◊ Knowledge of where culture lives, and how to adapt your story based on the team/location you're hiring for

• Generation All: How to Build and Lead Multigenerational Teams

Regardless of which workplace resource we look at, we're inundated with information about how to ensure harmony, productivity, and alignment when the different generations come together as co-workers. But what if we're answering the wrong questions? Instead of asking 'how do we get different generations to work together?' we asked, 'how do we build deeper connection, trust, and awareness of the people we work with every day?'

In this refreshing, insightful, and actionable presentation, workforce expert and bestselling author Eric Termuende shares insights gleaned from his years of research into how to build a better workforce – one that includes all generations, perspectives, and experiences. After studying the topic for years and surveying tens of thousands of people, Eric knows exactly what it takes to lead multigenerational teams. While the future of work may be unpredictable, one thing is certain: those who are able to build strong, multigenerational workplaces will have the advantage.

What audiences come away with:

- ◊ Actionable ways to improve engagement and alignment across all generations in the workplace
- ◊ Strategies for leading different generations
- ◊ An understanding of the role of company purpose, and why it is secondary to workplace experience
- ◊ Knowledge of the differences and similarities across generations as employees and teammates
- ◊ The skills needed to promote idea sharing, creativity, and inclusivity across generations

• The Great Resignation: Why This is the Biggest Opportunity We've Never Seen to Attract and Retain Incredible Teams

Regardless of which research we subscribe to; the outlook is bleak: employees coast-to-coast are transitioning jobs at rates we haven't seen since the Vietnam War. And while many of us think this is a threat to our workplace culture and organizational success, the truth is that the opportunity has never been greater to establish a one-of-a-kind culture that attracts and keeps an incredible team. Instead of calling it 'The Great Resignation', perhaps it should be called 'The Great Reconfiguration'. After all, people aren't leaving the workforce, they're aligning with a lifestyle that suits them. This is where the secrets lie.

In this head-scratching, insight-filled, and unexpectedly funny keynote, workplace culture and future of work expert Eric Termuende takes us on a journey filled with out-of-the-box ideas that are budget-free and immediately actionable as we work to not just survive 'The Great Resignation' but thrive through it. Just because there is a national talent shortage, doesn't mean our team has to have one too.

What audiences come away with:

- ◊ What it means to 'plant your flag' and how to do it
- ◊ How to tell a better story to attract top talent
- ◊ Why the best defense is a good offence and how to retain your best people
- ◊ Where your best recruiters are (hint* they're closer than you think) and how to give them the free tools they need to build the team
- ◊ What cilantro teaches us about workplace culture and attracting top talent
- ◊ Why all of your eggs should actually be in one basket

• Leading Remote Teams: Maintaining Engagement, Productivity, and Happiness

Having studied some of the world's best leaders and surveyed thousands of employees, workplace expert and bestselling author Eric Termuende knows that those who lead remote teams do three things effectively: They communicate well, reduce friction, and build a deep sense of trust. With the world changing at a break-neck pace, there are key steps we can take today to ensure that we're mitigating burnout and getting the most out of our teams whether working remotely or together in the office.

In this fully customized, insightful, and takeaway-filled keynote, Eric Termuende shares leadership stories from the Cleveland Browns to Chicago's Holy Cross Hospital to uncover what separates incredible hybrid workplaces from those that are losing talent and suffering as a result. Building stronger remote teams requires a deeper understanding of how we use our time, connect with our people, and tie recognition back to our values. While the future is anything but certain, the actions we take today are sure to prepare us for whatever the world throws our

way.

What audiences come away with:

- ◆ Three simple shifts to deepen trust, belonging, and psychological safety
- ◆ A framework to boost innovation and creativity
- ◆ What to expect in the future of work and how to evolve accordingly
- ◆ The difference in communication with remote and in-person team members
- ◆ How to get more smiles from the team and reduce friction

Select Book Titles

- **2017:** Rethink Work

Select Articles

- [Why It Is So Hard to Hire Top Talent Today](#)

As we know all too well, the pandemic has been responsible for the second, third, and fourth part-time jobs we didn't ask for (i.e. chef, teacher, daycare, chauffeur), a total shift in how we connect with people. New technologies have been implemented, leadership has been tested, and The Great Resignation has been in full force. Is all of this change due to the pandemic, though? Not exactly.

- [Why the Great Resignation is far from over](#)

This work futurist predicts new waves of worker unrest are on the horizon—especially as some companies press a return to the office.

- [How Finding His Purpose Led This Founder To Start A Company To Help Others Do The Same](#)

Forbes Feature

- [Rethinking Work-Life Balance](#)

Forbes feature 2

- [Will skills and title matter as much in the future of work?](#)

Globe and Mail feature

- [Q&A with Rethink Work's author, Eric Termuende](#)

Select Testimonials

Eric is a remarkable thinker, and one of those speakers you see sometimes, but not often enough, who you run around telling everyone about for a long time afterwards. I remember the first time we met, and within a few minutes he had me leaning over the table in the restaurant, fascinated, waiting to hear what would come out of his mouth next. I can count on one hand the number of times that has happened to me; he's in very rare company. So book him. Listen to him. Take the time to use his ideas. They are a gift.

— *David Allison, Branding Expert*

Eric Termuende presented to our senior leadership and shared his perspective on optimizing culture. I found Eric to be a highly credible, engaging and relevant speaker that connects with all levels of leadership. Eric's insights are well articulated and provide examples and ideas that are critical to an organization looking to improve engagement and retain the right talent.

— *Dion O. Kostiuk, Vice President, Human Resources & Corporate Services*

Relevant, engaging and with some strong practical takeaways for the audience of seasoned Chief Executives of a range of companies from manufacturing to health care to technology to financial services. He is an excellent presenter and readily relates to senior executives.

— *Linda Ogllov, Forum Chair, MacKay CEO Forums*

What stood out to me about Eric's keynote was how relatable he was to the entire audience. I feel as though whether you were a graduating student, new grad or a Gen X Mom like me, there was something in his talk for everyone. The concept of defining your own success is very inspirational and Eric was as open to talking about his shortfalls and sacrifices as he was to talking about his "big wins." I have seen Eric speak

at three different events now and he is very astute when it comes to his audience. Each of the speaking engagements has showcased something different, which tells me that he puts a lot of time and energy into meeting his host/client's needs for the event. I would definitely have him back.

– *Manager, Career Services, University of Calgary*