

No Thanks Kevin

The psychology of courage.



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“Being courageous doesn’t require us to get rid of our negative thoughts and emotions. We can be courageous even when we don’t feel positive.”

WHAT THE PRESENTATION FOCUSES ON.

One of the strongest characteristics of a high performing team is their ability to take proactive action before they are forced to change by external circumstances. This is a huge driver of performance, innovation and evolution.

Research shows that for many organisations and teams the only time they change is when they are forced into action by external circumstances. However, by then, it is often too late, they have already been disrupted or out performed by a competitor.

Humans often struggle with their ability to take proactive action. We are constantly presented with moments that are opportunities to advance and grow. Dr Adam Fraser refers to these as ‘Evolution Points’. They are opportunities to innovate and reinvent the way we operate. Unfortunately, all too often in these moments, we let fear, anxiety, self doubt and imposter syndrome hold us back from initiating proactive action.

Dr Adam Fraser has been studying how can we exhibit courage when faced with an evolution point. His research shows that the traditional approach to being courageous often leads to more procrastination. We have been incorrectly taught that in order to be courageous we have to feel positive emotion and think positive thoughts at the moment of challenge.

In this presentation Dr Adam will demonstrate how to use the SAFE model (a four step strategy) to be courageous and evolve, even in the presence of negative thoughts and emotions. Who is Kevin I hear you ask? That will be revealed in the presentation.

OUTCOMES FROM THE PRESENTATION

- Team members will learn how to use the SAFE model to exhibit courage when taking on an evolution point.
- They will realise that they don’t have to feel positive emotion before taking courageous action.
- They will identify the evolution points that they are not taking action on.

PROBLEMS IT SOLVES

- Stops team members from retreating back into old comfortable behaviours that stop the organisation moving forward.
- Helps teams to make the most of opportunities to innovate and evolve.

KEY WORDS

Courageous leadership, innovation, embracing change, proactive action.

RESEARCH OUTCOMES

- In a recent study the ‘SAFE model’ helped leaders increase the frequency of courageous leadership behaviours by 64% (as judged by their team members).



Rechargeable

Building sustainable performance.

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“You don’t need to go on holidays to prevent burnout, you can recover while you are working”

WHAT THE PRESENTATION FOCUSES ON.

With the massive levels of disruption seen in our lives, burn out is a real issue for many people in business today. When team members burn out their performance plummets which means they are more at risk of being disengaged, which then leads to a dysfunctional impact on the culture of the team.

But how do you prevent burn out when you still have a mountain of work to get through?

Dr Adam Fraser’s research has proven that it is possible to improve your wellbeing while working at a fast pace or under high demand. The mistake most people make is that they think that in order to recover, they need to take long breaks off work. However, the research of Dr Adam Fraser and Deakin University shows that the best way to prevent burn out is short, regular but consistent bursts of recovery. Recovery is a regular habit we need to do each day, each week and each month. We can recover while working hard.

The strategies shared in this presentation have been shown in University studies to reduce stress and burnout in various stressful jobs such as paramedics, partners in professional services firms, sales teams and school principals.

OUTCOMES FROM THE PRESENTATION

- You will leave this presentation with an individualised recovery plan that you can start immediately and implement over the following months.
- The plan is built around your existing habits, which increases the likelihood of successful behaviour change.

PROBLEMS IT SOLVES

- By improving one’s performance and wellbeing through recovery, we increase the sustainability of performance and boost engagement while decreasing turnover and stress claims.

KEY WORDS

Sustainable performance, stopping burnout, recovery, wellbeing, stress reduction.

RESEARCH OUTCOMES

The material presented in this keynote has led to the following improvements;

- 26% decrease in how emotionally drained people felt from work.
- 44% decrease in level of burnout.

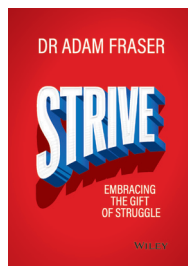
Strive

Embracing the gift of struggle.



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This presentation is derived from insights and research from Dr Adam Fraser's book.

[\[CLICK HERE\]](#) for more info.



WHAT THE PRESENTATION FOCUSES ON

For the last 10 years Dr Adam Fraser and Deakin University have been studying how leaders and teams can evolve, innovate and be resilient in times of change to stay commercially relevant and profitable. Their research shows that the key factor allowing teams to transform and evolve is their relationship with the struggle and discomfort that accompanies any change.

For many years, we have been incorrectly taught that we should avoid struggle and challenge. We often look at those we believe have struggle free lives and we wish that our lives resembled theirs. After all, a life free of difficulties and struggle has to be a good life, right?! Wrong!

This misperception has lead people to avoid situations that push them out of their comfort zone. The problem with this? Individuals and organisations don't get anywhere near their potential.

This presentation sheds a new light on the role challenge and struggle play in our development both personally and professionally. It will provide you with the proper tools you need to approach challenge and discomfort in a way that not only improves your performance and success, but also improves your self esteem and wellbeing.

“People who evolve with the changing world don't see struggle as a threat, they see struggle as the path to development.”

OUTCOMES FROM THE PRESENTATION

- You will learn to have a more constructive and resilient mindset towards change and transformation.
- It will create a STRIVE culture in your teams, where you reflect on progress, learn from failures and have a greater level of perseverance and tenacity when under pressure.
- Help you understand why you are proud of the hard things in life.
- Teach you about 'The completion myth' and why we feel flat after we achieve a goal and more alive when we are working towards a goal. Have you see why taking the easy path leads to dysfunction and misery.

PROBLEMS IT SOLVES

- Stops you retreating back to old safe behaviours when faced with the opportunity to change and grow.
- Helps teams band together and create a culture that supports transformation.
- Helps align you and your teams behaviour to the strategic focus of the organisation.

KEY WORDS

Evolution, resilience, embracing change, transformation, struggle, development

RESEARCH OUTCOMES

The strategies presented in this keynote have been shown to achieve the following results in 800 professionals from highly complex environments that were experiencing large amounts of change.

- 54% increase in level of positive mood at work.
- 22% improvement in capacity to handle high workloads.
- 20% improvement on level of engagement.
- 27% increase in level of creativity and innovation at work.
- 11% increase in hope and optimism.



The Ripple Effect

How we all affect culture.

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“Culture doesn’t just come from the top down, it comes from the bottom up as well.”

WHAT THE PRESENTATION FOCUSES ON.

One of the biggest blocks to cultural transformation is when team members outsource culture to the most senior roles. Team members incorrectly believe that it is only the leader that shapes the culture of a team, saying things like, “Culture comes from the top down” or “The fish rots from the head down.” However, when you look at the true psychology of how cultures work, you realise that these statements are inaccurate.

Science has made incredible break throughs in our understanding of how the culture of teams and organisations works. In a nut shell, we have discovered that culture comes from ‘the bottom up as well’. In this challenging and competitive business landscape, we can no longer outsource culture to the senior leaders. Every single person in an organisation affects the culture. Every behaviour from each individual sends a cultural ripple that affects the people around them, thus shaping the culture. Just think of a time when you have been in a team where that one bad apple destroyed the culture of a team!

OUTCOMES FROM THE PRESENTATION

This fascinating, humorous and enlightening presentation will completely change the way your team views how they affect the culture of the organisation.

Your team will learn that:

- Every member of a team has a profound impact on what that culture looks like.
- Human behaviour self excites. Humans are not as independent as we would like to believe and tend to copy the behaviour of the people around them.
- Every time you exhibit behaviours that are not aligned to the desired culture of the team, the culture is eroded.
- Small behaviours are often thought of as being trivial. However, the wrong small behaviour can have a huge negative impact on a team or culture.
- A clear list of positive ripples each person in the team can send to improve the culture of the team.

PROBLEMS IT SOLVES

- The team becomes clear about what behaviours they need to apply more of and what behaviours they need to avoid to improve the team culture.
- Increases one’s self-awareness about how they affect team dynamics.
- The team starts to hold each other accountable for their impact on the culture.

KEY WORDS

Trust, culture, individual responsibility, leadership, behaviour.

RESEARCH OUTCOMES

In a number of organisations the materials presented in this presentation has lead to;

- 160% increase in the level of trust in the team.
- 74% increase in how supportive team members felt the team culture was.
- 43% decrease in the stress levels of the team.



The Third Space

Developing behavioural agility.

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“Some people light up a room when they walk in, others light up a room when they walk out.”

WHAT THE PRESENTATION FOCUSES ON

Would you like to learn how to:

- Have a bad day and not take it home with you?
- Have a stressful meeting and not let that mood derail the next meeting?
- Endure a de-motivating set back yet still be able to attack your next task with optimism and enthusiasm?
- Transition into your next task in a way that you are completely present and give it your undivided focus?
- Work from home, rather than feel like you live at work?

Your job as a team member, as a leader, as a sales person is to adapt your behaviour to meet the needs of the next role, environment or task. However, too often, one setback or one bad meeting, can derail your day by having a domino effect that robs you, and your business, of energy and focus.

Dr Adam's cutting edge research with Deakin University shows that what high performers have in common is that they use 'The Third Space'® to overcome setbacks and assume a mindset to get the most out of what is coming next.

'The Third Space'® is the transitional gap between “What the hell just happened?” and “What's next?”. High performers use this space to decompress, jettison the negative and bring new focus and energy to the next task at hand.

OUTCOMES FROM THE PRESENTATION

You will learn:

- How to use 'The Third Space'® to transition effectively between the different roles, environments and tasks that make up our day to extract the maximum value from each.
- How to “Show up” at work fully responsible for the energy you bring to constructively affect the behaviour and culture of your organisation.
- A simple three step process to perform between work and home to dramatically improve work life balance and overall happiness.
- How to use 'The Third Space'® when working from home to work more effectively and be able to switch off at the end of the day.

PROBLEMS IT SOLVES

- Increases performance by stopping you from carrying the stress and frustration from one environment to the next.
- Helps you turn off at the end of the day so you can go home, connect with your loved ones and come back to work more refreshed and focused.

KEY WORDS

Agility, work life balance, effective transitions, ability to show up at your best, making remote working work.

RESEARCH OUTCOMES

- 43% improvement in the mood in the home, practicing the Third Space on the commute between work and home.
- 91% increase in Boundary strength (the ability to not let the previous interaction have a negative impact on the next interaction).

Pricing Options

DR.
**Adam
Fraser**



Face to Face



Virtual

ALL FACE TO FACE KEYNOTES/WORKSHOPS INCLUDE:

- ✓ Engaging and Practical - An awesome smashing presentation from Dr Adam with plenty of audience interaction and tangible tools the audience members can take away and use immediately
- ✓ Collaboration - Briefing call with Dr Adam to understand the context around you and the presentation
- ✓ Tailoring - Tailored to suit your audience's context and challenges
- ✓ Post event - Slides provided post presentation to improve ongoing engagement and retention of concepts

ALL VIRTUAL KEYNOTES/WORKSHOPS INCLUDE:

- ✓ Engaging and Practical - Audience interaction & tangible tools
- ✓ Collaboration - Briefing call with Dr Adam to understand the context around you and the presentation
- ✓ Tailoring - Tailored to suit your audience's context and challenges
- ✓ Internal perspectives - before the presentation, in collaboration with Dr Adam, key internal people are selected to share their perspectives around how the content aligns to the objectives of the organisation
- ✓ Post event - Slides provided post presentation to improve ongoing engagement and retention of concepts

Pre-Built Topics

Choose from:

- Strive
- The Third Space
- Rechargeable
- The Ripple Effect
- No thanks Kevin

Custom Topics

Developed through rigorous research undertaken by Dr Adam Fraser, [The e-lab] and partnering Universities, to develop our presentations, program and books.

Extras

- ✓ Research and design - Dr Adam completes his own research & develops content specific to areas requested
- ✓ Collaboration - Extra briefing call with Dr Adam for discussion of the content designed & the overall content arch
- ✓ Development - Dr Adam develops & refines the new presentation content

Keynote Presentations

FACE TO FACE KEYNOTE PRESENTATION

Pre-built

(30, 45, 60 or 75mins)

\$12,000+gst

Custom

(30, 45, 60 or 75mins)

\$16,000+gst

VIRTUAL KEYNOTE PRESENTATION

Pre-built

(30, 45, 60 or 75mins)

\$11,000+gst

Custom

(30, 45, 60 or 75mins)

\$16,000+gst

Half/Full Day Workshops

Workshop extras

- ✓ Handouts (PDF)
- ✓ High levels of interaction

FACE TO FACE HALF DAY WORKSHOP

Pre-built

Up to 3 hrs

\$16,000+gst

Custom

Up to 3 hrs

\$22,000+gst

FACE TO FACE FULL DAY WORKSHOP

Pre-built

Up to 5.5 hours

\$20,000+gst

Custom

Up to 5.5 hours

POA

Workshop extras

- ✓ Handouts (PDF) - Fillable online
- ✓ High levels of interaction

VIRTUAL HALF DAY WORKSHOP

Pre-built

Up to 3 hrs

\$15,000+gst

Custom

Up to 3 hrs

\$18,000+gst

VIRTUAL FULL DAY WORKSHOP

Pre-built

Up to 5.5 hours

\$18,000+gst

Custom

Up to 5.5 hours

POA

FOR ALL ENQUIRIES PLEASE CONTACT US ON

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