

# The Inspired Workforce with Don Phin



Here's what recent clients have said about this dynamic workshop...



“ Thank you so much for coming into our firm and enlightening us. You not only gave us tools that will help us be better managers, but also better in our personal lives. The feedback from everyone was pretty unanimous, as even those who tend to be more skeptical were impressed. Your style truly made the experience intimate and the information pertinent. Many of your insights were eye-opening and I believe put the meaning of our work and influence on others into a more impacting perspective. Thank you Don and hopefully we can have you come again.

Teja McDaniel  
Human Resources /  
Talent Acquisition Manager



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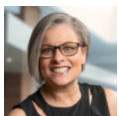
“ Don Phin recently presented his program on “The Inspired Workforce” to one of my Vistage groups and he was a real hit! Several of my members are arranging to have him come back to South Florida to speak to their Senior Leadership Teams. I had Don present to another one of my Vistage groups a few years ago and he received the same enthusiastic response. Don’s speaking style is engaging, energizing and motivating. If you are looking for someone to inspire your workforce, call Don Phin.



Michael Kady  
Executive coach and CEO Strategic Roundtable Facilitator



“ Don very naturally draws his audience into a deep level of emotional examination without being overly psychological or threatening. He accomplished what would take me two years to achieve in one afternoon! My management team can’t stop talking about it!



Dawn Myers, SHRM-SCP  
Director of People and Culture at Pendry San Diego

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## VISTAGE MEMBER TESTIMONIALS

“ Don,

Thanks for the wonderful workshop you did last week. One of my managers' wore his clown nose at the branch meeting. Already I can see more ownership and accountability and less of the blame game. I think we will see more clarity and better communication and delegation moving forward. I recommend your workshop to all companies that have people or people issues!

Thanks, Mickey Nolen, CEO  
Nozzle Nolen, West Palm Beach, FI



“ Don,

I have been a member of Vistage for 10 years and have listened to many good speakers. Halfway through your presentation, I knew I needed you to speak to my group. In all this time, I have never hired a speaker from Vistage to speak to my staff, until now. Since your recent presentation, I am receiving great feedback from everyone who attended your presentations in our Miami and Stuart locations.

Thank you for making the participants feel comfortable, and at the same time, educate them on how to improve their communication skills, along with many other topics.

THANKS!!  
David Armellini, President / CEO  
Armellini Express Lines, Palm City, FL

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“ Don Phin presented to my Vistage group in July of 2018. The impact to his approach on relationships, both business and personal, was filled with so much common sense, in which today’s society has lost its way from, it was like a slap in the face. He truly has the ability to make complexity simple. While still fresh, a group of us hired Don to return weeks later to share his simple yet beautiful teachings with our leadership teams. The impact has been transformational.

Don Mader, CEO



Stuart, FL



“ Our leadership team really enjoyed the Inspired Workforce training. Don was great and instantly connected with our team. The most valuable part of the training was that we all have a common language about how we interact with one another. It has been less than a week since the training and many of the concepts that we learned are brought up by our team daily.

John Rey, President  
Mater Dei Catholic High School

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## Here is the Inspired Workforce Program Outline:

1. Introduction – your background, management responsibilities and one question you would like to see addressed today. Centering exercise.

2. Responsibility

- Taking 100% responsibility eliminates guilt, regret and remorse
- Responsibility 2 vs. 4
- The Death of Control
- Responsibility as my choice

3. Building trust

- What makes someone trustworthy?
- Testing for skills and desire
- Trust allows us to feel safe
- You can't trust blindly – the importance of checks and balances
- Creating mistrust
- The cost of mistrust

### 10 MIN BREAK

4. Productivity and time management

- Use of your time – the 80/20/0 rule
- Gotta minute?
- Delegation and taking away from
- The importance of clarity – The three most important things
- OKRs
- A simple team building exercise

### ONE HOUR LUNCH

5. Engagement that works

- Discretionary effort
- What engages/disengages you?
- Revisiting Maslow
- Finding the meaning in your work
- Permission to think
- Permission to have fun

### WAKE UP EXERCISE

6. Managing the poor performer

- What are the blockages? Is it the system? Is it you?
- There should be no surprises
- If they quit would you be relieved or upset?

### 10 MIN BREAK

7. Playing 40//40. Managing emotions in the workplace.

8. Career plan and listening exercise

9. Debrief and action items

**Note:** I will also do half day workshops where we pare this information down. As always, I interview the executive team to find out what they want me to focus on!

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## Don Phin Vistage Executives Presentation Scores for Leadership and Emotional Intelligence

Date	Content	City	Score
Oct. 11, 2019	CE 4668	Castle Rock, CO	5.0
Oct. 3, 2019	Key 9212	Monterey, CA	5.0
Aug. 23, 2019	Key 9122	Portland, OR	4.79
Aug. 22, 2019	CE 3193	Portland, OR	4.91
Aug. 21, 2019	CE 3368	Portland, OR	4.87
Aug. 21, 2019	Key 9195	Portland, OR	4.69
Aug. 20, 2019	CE 4894	Portland, OR	4.36
Aug. 20, 2019	Key 9090	Portland, OR	4.73
Aug. 13, 2019	EL 7308	Anaheim, CA	4.75
July 25, 2019	CE 541	Richmond, VA	5.0
July 24, 2019	Key 9257	Glenn Allen, VA	5.0
July 23, 2019	CE 5691	Norfolk, VA	5.0
June 25, 2019	CE 4872	Sacramento, CA	5.0
June 12, 2019	SB 2258	San Clemente, CA	4.63
Feb. 7, 2019	CE 3623	W. Des Moines, IA	4.67
Feb. 6, 2019	Key 9136	W. Des Moines, IA	5.0
Feb. 5, 2019	CE 3736	W. Des Moines, IA	4.5
Jan. 17, 2019	CE 510	Los Gatos, CA	4.75

Date	Content	City	Score
Jan. 16, 2019	Key 944	Los Gatos, CA	5.0
Jan. 8, 2019	CE 5700	Kansas City, KS	4.75
Dec. 21, 2018	VI 8126	Reeley, CA	4.6
Nov. 20, 2018	CE 2068	Naples	4.55
Nov. 15, 2018	CE 5689	Las Vegas, NV	5.0
Nov. 1, 2018	VI 8113	Billerica, MA	5.0
July 10, 2018	CE 2098	Stuart, FL	4.89
May 9, 2018	CE 10032	Green Bay, WI	5.0
May 9, 2018	CE 10003	Green Bay, WI	5.0
March 21, 2018	Key 9322	Forest Grove, OR	4.5
March 20, 2018	CE 4438	Forest Grove, OR	5.0
March 15, 2018	Key 902	Upland, CA	5.0
March 13, 2018	CE 522	Upland, CA	5.0
March 9, 2018	CE 4796	Myrtle Beach, SC	5.0
Nov. 15, 2017	VI 8090	Anchorage, AK	5.0
Nov. 8, 2017	Key 9333	Houston, TX	5.0
Oct. 18, 2017	CE 3908	Rancho Mirage, CA	5.0