



THE KELLY MERBLER
COMPANY

Ignite. Inspire. Achieve.

Kelly Merbler, a John-Maxwell-trained speaker, coach, and trainer, focuses on leadership development, attracting and retaining talent, and creating engaging cultures with a strengths-based approach.

KEYNOTE DESCRIPTIONS

Cracking the Culture Code: Unlock Potential, Inspire Purpose, Fuel Engagement

As a leader, you don't just build the culture, you are the culture. Hold on to the talented leaders shaping the future of your organization.

Creating a high-performance culture is the gateway to attracting and retaining the best talent leading to maximum profits.

Creating a culture that attracts and retains the very best talent is attainable, but you must have the right ingredients to begin.

In this energetic keynote, Kelly will introduce the key ingredients necessary to create a culture where employees are highly engaged, inspired, and carrying your company's mission forward through purpose.

There simply isn't a magic solution available to create a productive organizational structure. However, Kelly's guidance will help to establish a sustainable plan for substantive change within your organization and a direct positive impact on your organization's bottom line.

In this presentation, participants will learn:

- How your organization's culture impacts your ability to attract, develop, retain, and satisfy the *right* employees, customers, and partners – and, in turn, your ultimate profitability
- Critical steps to build unity within your culture so that employees feel connected and recognized for the value they bring.
- A case study: how in two years, a top-performing employee went from highly engaged to not engaged and how you can spot the signs of disengagement within your culture.
- Practical tips to keep culture connected in a hybrid world

For information on booking Kelly for your next event, please contact:

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Finders Keepers: Winning the Talent Challenge

“It’s not just about talent acquisition; it’s about talent activation.” - Kelly Merbler

While the unemployment rate fell to its lowest point in more than 50 years, employee engagement has followed that same downward trend.

There have been huge movements of talented people, referred to as the great resignation and quiet quitting, as workers reassessed the impact of work and what they want to get out of their lives.

This has placed pressure on organizations to ensure they are providing attractive career opportunities, the flexibility of hybrid work in many cases, and an enticing work environment and company culture.

Offering people fulfilling work, ongoing opportunities to grow and learn, flexibility, and diverse, value-oriented workplaces will all be essential in 2023 and beyond.

In this interactive presentation, participants will learn:

- Proven strategies for building a high-performing culture through the lens of humanity, fostering a culture of engagement.
- How your organization’s culture impacts your ability to attract, develop, retain, and satisfy the right employees, customers, and partners – and, in turn, achieve your profitability targets.
- A case study: how in two years, a top-performing employee went from highly engaged to not engaged and how you can spot the signs of disengagement within your culture.
- Practical tips to keep employees connected in a hybrid world.

Fire the Inner Boss: Unleash the Brilliance of Your Front-Line Leaders

“When we focus on our front line, it impacts the bottom line.” - Kelly Merbler

Developing your front-line leaders into leaders whom others want to follow is critical to ensuring maximum engagement, retention, and revenue.

The reality is that company expectations are rising, but most managers aren’t prepared to meet them and all their demands.

Many organizations make the error of promoting for tenure - not talent. Management is not leadership.

When you develop front-line leaders, it impacts the bottom line and increases the capacity of your organization.

Kelly’s 21-year career in staffing uniquely qualifies her to address the issue of front-line leader development. She uses real-world examples of standing in the trenches with leadership teams and provides an action plan to ensure attendees transition from boss to coach, ignite engagement, and multiply the leaders within your organization.

In this presentation, participants will learn:

- The 4 key needs all followers require from leadership and how to apply these skills.
- How to become a coaching leader to drive business performance through connection.
- How to spark unity within your culture, so employees feel heard, connected, and recognized for the value they bring.
- How to increase leadership communication that sparks engagement and aligns with values.

Burnt Out to Fired Up! Build a Culture That Sparks Greatness

According to Gallup research, only 30% of the American workforce go to work each day feeling engaged in their jobs. The other 70% are not using their talents to do the job they are being paid to do. And this is costing businesses millions of dollars and wasting countless hours.

It is time for managers to learn how to move from boss to coach so they can engage the workforce of today.

In this keynote, Kelly will share how you can use a strengths-based approach to improve employee engagement and performance and transform your workplace culture.

In the war for talent, it is not about talent acquisition but talent activation.

In this presentation, participants will learn:

- Why 70% of the workforce is disengaged.
- What the current needs of the incoming workforce are.
- Where most managers are missing a huge opportunity to engage their teams.
- Tips to lead a multigenerational workforce.
- How to go from performance management to performance leadership.
- How to build unity within the culture so that employees feel valued and heard.
- To build a culture that promotes collaboration and inspires greatness in others.