



KEYNOTE DESCRIPTIONS

[Bridging Grit, Resilience, and Happiness: A Revolutionary Approach to Game-Changing Results.](#)

With ever-increasing complexity, regulation, and competition, organizations need resilient leaders who can navigate change with ease. Caroline's program presents cutting-edge, scientifically proven methods to help you succeed.

Caroline's BRIDGE method (brainstorming, relationships, investments, decisions, grit, and excellence) is the foundation for her program. She shares research on resilience, grit, gender differences, character strengths, goal-setting theory, and cultural differences. By implementing these principles, teams can establish clear expectations, accurately measure progress, and achieve successful outcomes.

The keynote is particularly engaging because of Caroline's personal and timely stories that resonate with the audience. Attendees will gain a deeper understanding of how to use grit professionally and personally to increase resilience, create success, and lead with happiness. By cultivating authentic grit, you will stay resilient in the face of change and challenges.

Key takeaways include:

- Practical strategies for defining purpose, developing harmonious passion, creating intrinsic motivation, and fostering a growth mindset.
- Establishing accountability and building a culture of positive energizers that will encourage people to put forth their best efforts in a way that inspires others to do the same.

[Empowering Women to Win: Strategies for Cultivating Grit and Success in the Workplace and Beyond](#)

In today's world, women leaders face unique challenges, particularly in the wake of the pandemic.

In "Empowering Women to Win," Caroline Miller empowers women to achieve their personal and professional goals while avoiding the three types of "bad grit" that can undermine office culture. Caroline's presentation provides actionable advice on how to cultivate resilience and authentic "good grit," while also embracing a "believe and achieve" mindset that supports women's unique contributions to the workplace.

Through the use of her scientifically proven BRIDGE methodology, Caroline helps women identify their character strengths and set goals for themselves and their teams that lead to optimal outcomes. Attendees will leave this presentation feeling inspired to cultivate a team of positive energizers who support women's leadership and amplify each other's successes.

Key takeaways include:

- Identifying and using character strengths to achieve personal and professional goals
- Building resilience and authentic grit while avoiding "bad grit"
- Cultivating a "believe and achieve" mindset to support women's contributions to the workplace Using the BRIDGE methodology to set effective goals for themselves and their teams.

Mastering Goal Setting for Organizational Success

Achieving organizational success requires effective goal setting, but many companies fail to utilize the scientifically proven approach outlined by Locke & Latham's theory (1990) - the #1 evidence-based approach.

As we navigate a post-COVID world, setting clear goals has become even more critical for coaching employees toward success and facilitating teamwork. As well as providing accurate performance data for a hybrid and distributed workforce.

This presentation will cover the following topics for leaders and teams:

- The Locke & Latham theory for effective goal setting.
- The importance of differentiating between learning and performance goals and the dangers of mixing them up.
- Caroline's BRIDGE™ method for achieving KPIs and the dangers of relying solely on grit to achieve challenging goals.

Are You Getting Goals Right? (Based on Caroline's upcoming book, Big Goals (Wiley))

The 21st-century business climate is variously described as "VUCA All the time" or a "White Water Rapids" environment driven by geopolitical shifts, changes brought about by the coronavirus pandemic, supply chain disruption, and the permanent establishment of a hybrid workplace.

Companies must be agile and forward-thinking to train employees, empower managers, and lead with fresh tools like artificial intelligence that enable them to take advantage of fast-moving developments. Business consultants and workplace researchers agree that the most necessary change is creating more effective goal-setting methods that improve upon 20th-century methods like OKRs and KPIs.

Locke and Latham's Goal Setting Theory (GST) has been ranked #1 of 73 management theories, yet the findings from this open theory are not embedded in the planning of most organizations. Without proven science undergirding employee performance reviews or annual goal-setting strategy meetings, it is difficult to create "role clarity," which Gallup says is the most important challenge that an organization must resolve to have a thriving workplace of engaged workers that produces the best results.

Caroline's book "Creating Your Best Life" revolutionized goal setting in 2008 by introducing the science of goal-setting theory and integrating it with the newest research on flourishing mindset, and grit. Her upcoming book, "Big Goals" (Wiley, fall 2024) will update the science and introduce her new BRIDGE™ Methodology, which advances goal setting with a holistic, step-by-step process of walking anyone through having a goal and creating a plan that is likely to succeed based on motivation, mindset, and success research.

A full-day workshop includes worksheets and handouts that help people learn the techniques, practice breaking down goals and establishing timelines for success, and how to mentor others in this process. Caroline will walk attendees through:

- Locke and Latham's Goal Setting Theory (GST), ranked #1 of 73 management theories, but still mostly unknown outside of academia, and why it is considered the scientific foundation of all goal success
- How to separate goals into categories as defined by GST – "performance" and "learning" goals – and why checklists matter in getting them right
- The dangers of mixing up these two goals and creating a "Goals Gone Wild" scenario which was behind disasters like the Titan submersible, Boeing's 737 Max, and the FTX cryptocurrency implosion
- How to use the Values in Action Character Strength Survey to boost wellbeing, create employee engagement, and maximize chances of goal accomplishment
- How to integrate the BRIDGE Methodology into an existing OKR/KPI system without disruption, but in a way that increases the likelihood of engagement and productivity
- The clear-cut evidence that career success is always boosted by beginning in a positive emotional state, and the proven methods that work for everyone
- The correct ways to brainstorm that evoke disruptive thinking and why psychological safety can be helpful
- The hidden problems with where and how you get feedback to measure progress
- The role that good grit plays in accomplishing hard goals, and how to avoid the three types of bad grit: faux grit, selfie grit, and stupid grit