

HAVE GOOD RIPPLE EFFECT

BUILDING LEADER EQ TO CREATE IMPACT



Lisa EVEN

Lisa Even,
Author, Coach,
& Keynote Speaker

Watch Lisa Speak



DESCRIPTION

Gallup research shows that managers account for at least 70% of the variance in employee engagement scores across business units. Leaders clearly have a powerful influence on team alignment and engagement, but too often they're unaware of the impact they're actually having on their team.

Leaders who struggle with self-awareness often show up as busy, stressed, authoritarian, or overwhelmed—leading to the disengagement, frustration, and interpersonal friction that erodes team culture, productivity, and the bottom line.

TAKEAWAYS

It's easy to sideline emotional intelligence (EQ) in today's fast-changing environment, but the most effective leaders are intentional about quickly identifying their emotions and separating them from their actions.

In this keynote, Lisa reveals actionable strategies for building the self-awareness and presence needed to make a positive impact on team dynamics. Through interactive exercises, real-life case studies, stories, and proven strategies, she equips audiences to build EQ, prevent burnout, make effective decisions under pressure, and foster team resilience.

OBJECTIVES

- Reflect on Presence: Assess how they “show up” (supportive vs. stressed, connected vs. distant) and the impact it has on their teams.
- Address Ineffective Styles: Understand and mitigate leadership behaviors that may undermine morale, productivity, and organizational culture.
- Bridge Differences in Team Dynamics: Learn to identify and bridge differences in team member personalities, values, and communication styles.
- Gain Tools for Self-Awareness: Learn practical frameworks, including the Circle of Control, for quick situational assessment and mindful energy allocation.

OUTCOMES

Audience will leave with a structured approach to fostering a more cohesive, collaborative environment. By aligning individual motivations with team goals, leaders can reduce tension, promote stronger collaboration, and enable team members to bring their best selves to work—resulting in a thriving, engaged team.

HAVE GOOD RIPPLE EFFECT

SECRETS TO DEVELOPING POSITIVE TEAM CULTURE

DESCRIPTION

Team culture isn't just a buzzword – it's the foundation for performance, engagement, and retention. 70% of employees in a positive culture report higher job satisfaction, and teams with strong cultural alignment experience up to 50% lower turnover rates.

Being able to actively define and shape culture is critical for leaders who want to create aligned, motivated, and inspired teams. Yet, cultural dysfunctions often go unnoticed, eroding morale and hindering growth.

In this eye-opening keynote, Lisa empowers leaders to recognize these hidden issues, providing actionable steps for building a more supportive, transparent, and adaptive team culture and creating a lasting "Good Ripple Effect" on personal and organizational success.

OBJECTIVES

The Three Pillars of Team Culture:

Using insightful examples and compelling research, let's explore three pillars of team culture, offering proven strategies for evaluating and enhancing each:

- 1 Attitudes:**
How team members think or feel about someone or something.
Focus: Identify and address attitudes that may be draining energy or enthusiasm, replacing them with positive mindsets that inspire collective motivation.
- 2 Behaviors (Norms):**
The typical behaviors, habits, and unwritten rules within the team.
Focus: Reshape unproductive norms (e.g., frequent complaints, mass emails) to establish healthier habits that promote efficient communication and collaboration.
- 3 Beliefs:**
What team members accept as true about the organization and its values.
Focus: Understand and align beliefs about support, values, and trust within the team, fostering loyalty and commitment.

OUTCOMES

By the end of this session, leaders will:

- Gain clarity on their team's culture by defining attitudes, norms, and beliefs.
- Uncover and address cultural dysfunctions that limit growth and engagement.
- Leave with practical tools that enhances team morale, productivity, and retention.



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LIVING IN THE LAB

ENGAGEMENT FOR LEADERS



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DESCRIPTION

The most successful, innovative organizations thrive because their employees eagerly contribute to their mission and goals, but a culture of high motivation and engagement doesn't happen by accident—it must be built. In the midst of rising complacency, disengagement, and inconsistent performance, leaders need to not just encourage input and engagement, but also avoid unintentionally stifling creativity and innovation.

But too often, leaders either aren't sure how to inspire idea-sharing or inadvertently place team members in high-pressure, problem-solving situations without support, leading to a fear of mistakes and undermining their psychological safety.

TAKEAWAYS

This keynote equips leaders to create a creative, high-performing team by intentionally fostering a culture of continuous improvement, innovation, and support.

Lisa helps leaders adjust the impact of their leadership style on team dynamics and reveals how to actively invite input and ideas, building a motivation-centered culture where team members can thrive.

OUTCOMES

Through interactive exercises, real-life stories, and proven strategies, Lisa provides tools to help leaders refine their presence, amplify motivation, and foster psychological safety.

Key outcomes include:

- Recognize Unintentional Barriers - Spot behaviors that may unintentionally suppress team creativity and risk-taking, even when intentions are positive.
- Demonstrate Practical Culture-Change Methods - Understand the transformational power of motivation-focused actions, offering leaders actionable insights for culture change through real-world, "living in the lab" case studies.
- Teach Motivation-Driven Strategies - Celebrate their current impact and adopt collaborative strategies to cultivate a motivated, resilient team, even in challenging dynamics using simple, actionable steps.
- Foster Psychological Safety - Create safe environments where team members can brainstorm, experiment, and learn from mistakes, fostering a growth-oriented and innovative team culture.

JOY IS MY JOB

CREATING DAILY HABITS THAT MATTER

DESCRIPTION

Research shows that joyful employees are 31% more productive and three times as creative, leading to higher morale, retention, and innovation within teams. Joy doesn't just feel good, it's good business.

But in the midst of deadlines, projects, and crises, engagement activities are often seen as a "nice to have" not a necessity. This approach leaves team members feeling disengaged, dependent on sporadic gestures rather than a steady, meaningful connection.

Meanwhile, team members often miss the opportunity to own their workplace joy, assuming it's solely the leader's responsibility. With no one taking ownership, disengagement rises and the sustainable team culture and morale everyone wants never happens.

OBJECTIVES

In "Joy is My Job," Lisa guides audiences through practical steps for cultivating a culture of continuous engagement, where both leaders and team members take ownership of workplace joy.

- Incorporate Self-Awareness and shift their perspective. Engagement isn't an event; it's a daily practice. Leaders who understand their impact on team dynamics foster an environment where engagement is continuous and collaborative through daily interactions, 1x1s, and staff meetings.
- Foster Team Ownership. Both leaders and team members play essential roles in creating workplace joy. Leaders model and empower team members to actively shape their experience.
- Introduce Small, Daily Habits. Simple, regular interactions can build cohesion and accountability more effectively than occasional events.

OUTCOMES

Audience will leave with actionable insights, resulting in:

- Improved Team Morale and Retention: Develop a plan for consistent engagement to increase satisfaction and reduces turnover.
- Increased Innovation and Openness: Cultivate a steady engagement mindset that reduces fear and encourages idea-sharing.
- A Positive Ripple Effect: Model a collaborative approach to joy and engagement, inspiring teams to take ownership and spread positivity.



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Lisa Even is an author, coach, and keynote speaker known for her vibrant yet intentional approach to life and leadership. Through her podcast *Have Good Ripple Effect* and her book *Joy is My Job*, Lisa inspires individuals and teams to realize that **THEY** happen to the world, not the other way around.

With an origin story that began waitressing at the R&R Café—serving locals, farmers, and truckers—Lisa understands the value of connection and hard work. Her journey from these humble beginnings to leadership roles in corporate America, including leading teams with multi-million dollar budgets, has shaped her deep understanding of the pressures leaders face in creating impactful, cohesive, and profitable teams.

Lisa's speaking engagements, coaching, and podcast empower audiences to look beyond their backyards, challenging them to influence their environments and organizations rather than being shaped by them. She brings real-world insights and case studies into shaping team culture and boosting profitability, helping leaders and teams embrace the mindset needed to thrive.

Her genuine connection, contagious energy, and wealth of real-life experiences and strategies captivate audiences, inspiring them to create meaningful ripple effects in their organizations and communities. Lisa has spoken to a diverse range of audiences, from corporate giants like Disney and ESPN to universities, associations, and more than 30 industries, leaving behind insights that resonate long after the applause.

Lisa has spoken to organizations such as:



Allison Violette

Sr. Resource Coordinator, ESPN Content Operations, The Walt Disney Company;
Membership Chair, The WICT Network: New England



My organization was looking for a speaker who could provide content beneficial for both personal and professional growth. I was thrilled to have found Lisa Evens! Lisa's "Have a Good Ripple Effect" keynote was a phenomenal success with our members, she was able to provide a fantastic session, engaging our in-person attendees just as well as our live-stream participants. Not only was the content relevant and inspiring, but she was extremely easy to work with, and she was very communicative and flexible when it came to timing and availability. I would highly recommend Lisa to anyone looking to book an inspiring keynote speaker.



Amanda Marean

Co-founder & CEO, Vibrant Homecare & SCL



We had Lisa do a 3 hour workshop with all of our office team - entry level service coordinators to Sr. leadership. She facilitating an entertaining and engaging session, packed full of skill development focused on topics of customer service, accountability and conflict resolution through empathy and understanding perspective of our stakeholders. Her "have a good ripple effect" theme is perfect for companies wanting to improve their culture or how they make employees or clients feel day to day as they interact with the company. We look forward to having her back!