



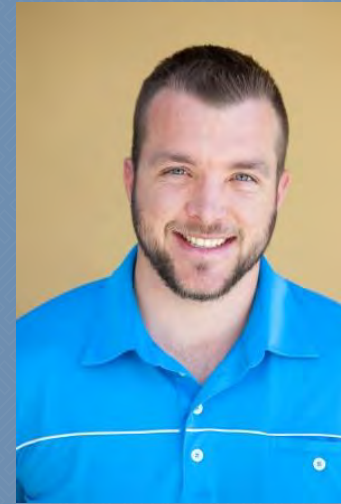
Lifelong Lessons in Leadership



Chris Stevenson, BA, CSCS
Founder, The Empower Group



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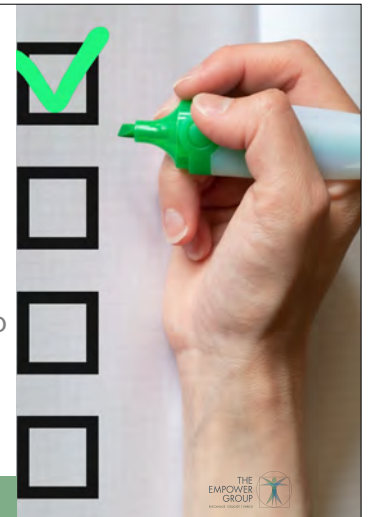
Objectives

- Tell you a little bit about myself
- Define leadership
- Explore three keys to effective leadership
- Create an action plan
- Q&A



www.tegfirm.com

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Mike Tyson

5



Everybody has a plan
until they get punched
in the mouth.

6



About Me

- 20+ years in the fitness industry
- Health club and studio owner & operator
- Parks and recreation since 2017
- Author and journalist
- International presenter
- The Empower Group



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What We Do



Keynotes & Breakouts



Interactive Workshops



Strategic Advising



Leadership

The act of leading a group of people or an organization.



Leadership

Management is about persuading people to do things they do not want to do, while leadership is about inspiring people to do things they never thought they could.



Inspiration



Participation



Appreciation

Keys to Resilient Leadership

Inspiration

“

“Culture is not incidental or incremental to performance - it is instrumental.” - Denise Lee Yohn

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Inspiration

Values

Hiring

Firing

Evaluating

Appreciating


15

PROMOTE YOUR CULTURE

- Present at the first interview
- Add to onboarding
- Promote internally
- Promote externally
- Quizzes
- Cheat sheets

COREFITG Posts

JOIN OUR TEAM



**OPERATIONS SUPERVISOR
APPLY TODAY!** **CORE**

Liked by fredbremmerman and 5 others
 corefitg Join us in building something extraordinary! 🏆 We're seeking a dynamic CORE Operations Supervisor to lead our new \$35M fitness recreation center opening in 2025 in Elk Grove, California. If you thrive on creating innovative programs and fostering a strong sense of community, this is your chance to shine. Let's redefine wellness together!

Live Actively.
Michelle Wong
 Chief Community Officer
 830 California Street, 11th Floor, San Francisco, CA 94108


INSPIRING COMMUNITIES
TO LIVE ACTIVELY.

CONNECT WITH US


Carol Lucido
 Customer Relations Manager

601 W. Deerfield Parkway
 Buffalo Grove, IL 60089


Enriching life and community through premier parks, programs and facilities.



BUFFALO GROVE PARK DISTRICT



NEXT CHRISTIAN WORKPLACES 2024





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Find a job you love at The Kroc! Our dedicated staff are part of what makes The Kroc Center so special. Their commitment to serving others and creating a welcoming environment helps create #kroccommunity.

View Open Positions

A composite image featuring a wooden post with two trail signs (a right arrow and hikers) on the left, a blurred green background, and a green banner on the right with the text 'TAKE ACTION' and the OPRA logo above it.



Participation



THE
EMPOWER
GROUP
INSPIRING GROWTH SINCE 1988



“Employee input results in more dedication, commitment, and greater results...both in quality and profits.

- Peter Barron Stark

THE EMPOWER GROUP
INSPIRED • GATHER • SHARE



Man wins lawsuit over unwanted birthday party at work

By WKRC Staff

Published: Apr. 21, 2022 at 12:35 AM PDT



COVINGTON, Ky. (WKRC) - A Kentucky man won a lawsuit against his employer over a birthday party he never wanted and may get nearly \$500,000 as a result.

Kevin Berling worked at Gravity Diagnostics in Covington for about 10 months in 2019. Because he suffers from anxiety and panic attacks, Berling asked the company not to celebrate his birthday, as it does for most employees.

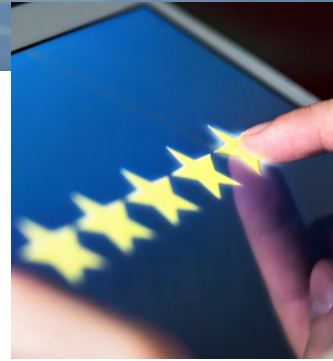
According to Berling's lawsuit, the office manager forgot his request and threw a birthday party for him anyway, which triggered a panic attack.

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Feedback

- New hire survey



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About You QUESTIONNAIRE



Basic Information

What's your preferred name?

What are your pronouns?

Who is your direct manager?

What's your usual T-shirt size? (Men's/Women's size)

Any dietary restrictions?

Please rank your preferred method of communication (1 being the best)

Phone Call

Email

Video Call

Teams Message

In Person

Please rank how you like to be recognized (1 being the best)

In writing

Verbally - by my manager or peer one-on-one

Publicly - in front of my team

Publicly - in front of the company

Other Please describe

What's the best recognition you have received?

Do you like to be recognized/publicized on your birthday?

☐ Yes ☐ No

If yes, what's the month/date of your birthday?

Please rank your preferred method of learning (1 being the most effective for you)

Visual learning (graphics and videos)

Auditory learning (listening to content)

Reading/focused learning

Kinesthetic learning (hands-on experience)

Other Please describe

What are your top three motivations?

What helps you perform your best?

Favorite Things

Restaurant

Type of Cuisine

Snacks

Candy

Dessert

Alcoholic beverages (if applicable)

Non-alcoholic beverages

Coffee shop

Store

Hobby

Ways to relax

TV Shows

Music

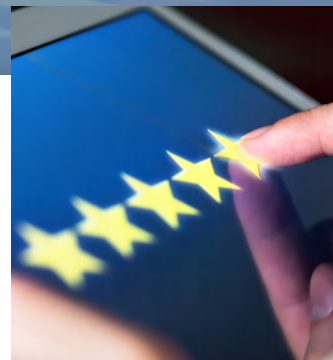
List 5 things you can't live without

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Feedback

- New hire survey
- Open-door policy
- eNPS
- Gallup Q12



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Gallup Q12 Index

The Gallup Q12 Index employee engagement work is based on more than 30 years of in-depth behavioral and economic research involving more than 17 million employees. Through rigorous research, Gallup has identified 12 core elements – the Q12 – that link powerfully to key business outcomes. These 12 statements emerged as those that best predict employee and workgroup performance. The Twelve Questions are:

1. Do you know what is expected of you at work?
2. Do you have the materials and equipment to do your work right?
3. At work, do you have the opportunity to do what you do best every day?
4. In the last seven days, have you received recognition or praise for doing good work?
5. Does your supervisor, or someone at work, seem to care about you as a person?
6. Is there someone at work who encourages your development?
7. At work, do your co-workers seem to care?
8. Does the mission (purpose) of your company make you feel your job is important?
9. Are your resources (equipment, fellow employees) committed to doing quality work?
10. Do you have a best friend at work?
11. In the last six months, has someone at work talked to you about your progress?
12. In the last year, have you had opportunities to learn and grow?

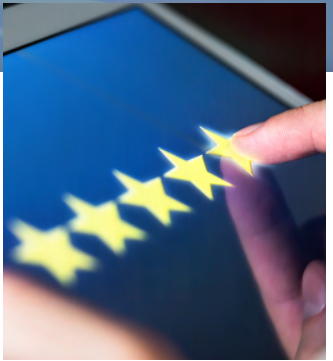
Visit www.gallup.com

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THE EMPOWER GROUP

Feedback

- New hire survey
- Open-door policy
- eNPS
- Gallup Q12
- Start, stop, continue exercise
- Meeting effectiveness survey



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THE EMPOWER GROUP

AN AGILE MEETING SURVEY

1. The meeting was the right length of time.

☐ Strongly agree
☐ Agree
☐ Disagree
☐ Strongly Disagree

Comments (optional)

2. I learned something new at the meeting.

☐ Strongly agree
☐ Agree
☐ Disagree
☐ Strongly Disagree

Comments (optional)

3. I had the opportunity to participate in the meeting.

☐ Strongly agree
☐ Agree
☐ Disagree
☐ Strongly Disagree

Comments (optional)

4. How satisfied are you with the meeting's overall value in helping you improve your on the job effectiveness?

☐ Very satisfied
☐ Satisfied
☐ Dissatisfied
☐ Very dissatisfied

Comments (optional)

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THE EMPOWER GROUP


ACTIVE PARTICIPATION:

- Training roles
- Mentoring roles
- Secret interviews
- Professional development opportunities
- Personal development opportunities
- Special projects



THE EMPOWER GROUP

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Jade Flores-Henderson

Jade Flores-Henderson is with Shane O Johnson and 2 others.

Apr 12, 2014 · 🌐

So proud to work in a place where all of the managers are so open to letting us help make changes to better the business!


18 7 comments




Team Stevenson

Chris Stevenson · November 21, 2018 · 🌐

Josh Horton is the Swiss army knife of Stevenson Fitness. We works the welcome desk. He sells memberships. He fixes things. He builds things. Yesterday he installed our Myzone system and cleaned up all the messy wiring in the Group X room. Luv ya brotha!





Like Comment Send







TAKE ACTION

Appreciation





“

People leave when they don't feel appreciated. That's why we've made recognition a really high value.

- David Novak



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Gallup Q12 Index

The Gallup Q12 Index measures employee engagement work is based on more than 30 years of in-depth behavioral and economic research involving more than 17 million employees. Through rigorous research, Gallup has identified 12 core elements – the Q12 – that link powerfully to six business outcomes. These 12 statements emerged as those that best predict employee and workplace performance. The Twelve Questions are:


1. Do you know what is expected of you at work?
2. Do you have the materials and equipment to do your work right?
3. At work, do you have the opportunity to do what you do best every day?
4. In the last seven days, have you received recognition or praise for doing good work?
5. Does your supervisor, or someone at work, seem to care about you as a person?
6. Does someone at work encourage you to develop your skills?
7. At work, do your bosses seem to equate?
8. Does the mission/purpose of your company make you feel your job is important?
9. Are your coworkers (fellow employees) committed to doing quality work?
10. Do you have a best friend at work?
11. In the last six months, has someone at work talked to you about your progress?
12. In the last year, have you had opportunities to learn and grow?

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Appreciation




F-T-S




Various Methods







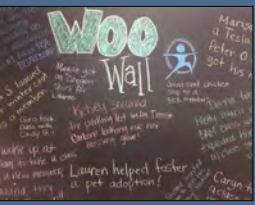


Culture Connection




Tracking System












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TAKE ACTION



Inspiration



Participation



Appreciation

Keys to Resilient Leadership



Bring Out the Best in You and Your Team!



Thank You! Let's Connect!



chris@tegfir.com



@thechrisstevenson



Chris Stevenson

Session Evaluation



Scan Me!

