



@visionxy



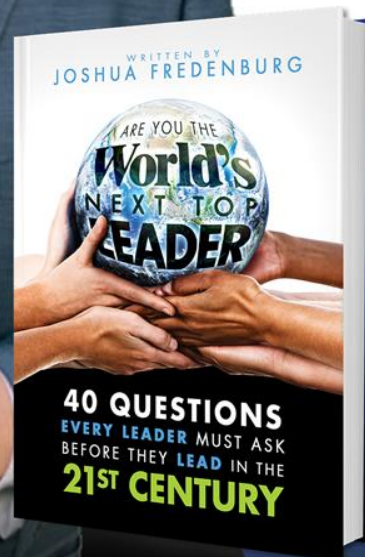
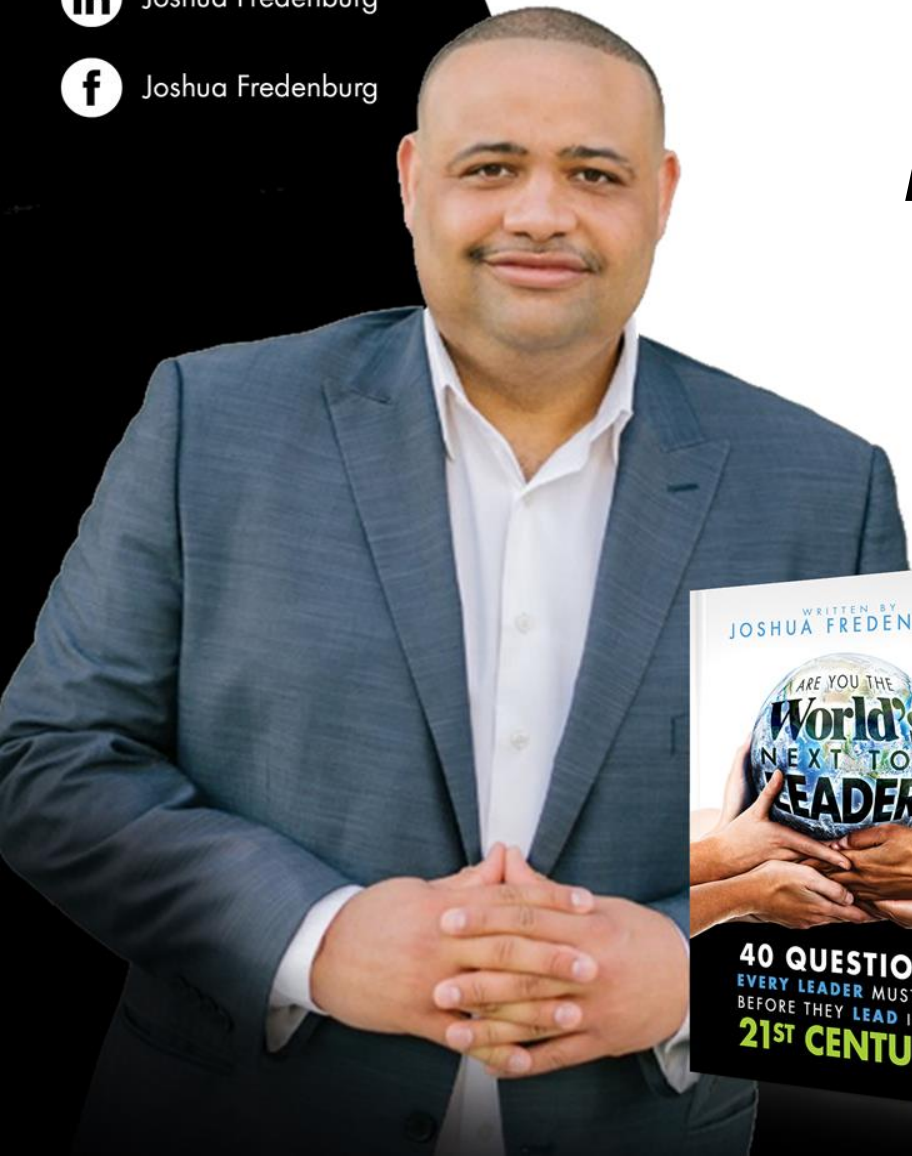
@visionxy



Joshua Fredenburg



Joshua Fredenburg



People Building 2.0!

Inspiring Your Team To Attain Greatness Daily!

©CBS

KTLA 5

BET★

MV

THE DAILY
BUZZ

The
Wayne
Brady
Show

JOSHUA FREDENBURG

NATIONALLY RECOGNIZED SPEAKER – AUTHOR –
PRESIDENT OF THE CIRCLE OF CHANGE LEADERSHIP
CONFERENCE – LEADERSHIP/DIVERSITY EXPERT

www.visionxy.com



CIRCLE OF CHANGE

8TH ANNUAL

CIRCLE OF CHANGE LEADERSHIP CONFERENCE

**TAKE YOUR PERSONAL AND
LEADERSHIP SKILLS TO THE NEXT LEVEL!**

FUTURE WORLD LEADERS



www.circleofchangeleadershipconference.com



lizhernandez_hanna





**LEADERS
INSPIRE**

A man with short dark hair, wearing a dark jacket, stands with his arms crossed, smiling slightly. He is positioned on the right side of the slide, next to the text 'LEADERS INSPIRE'. The background is white with a blue horizontal bar at the bottom.

**LEADERS
INSPIRE**

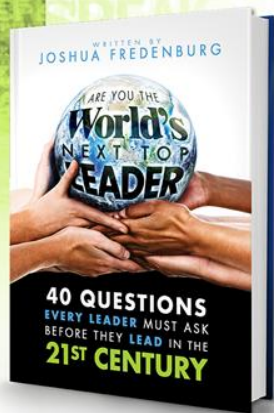


**LEADERS
SERVE**

www.visionxy.com



**LEADERS
INSPIRE**

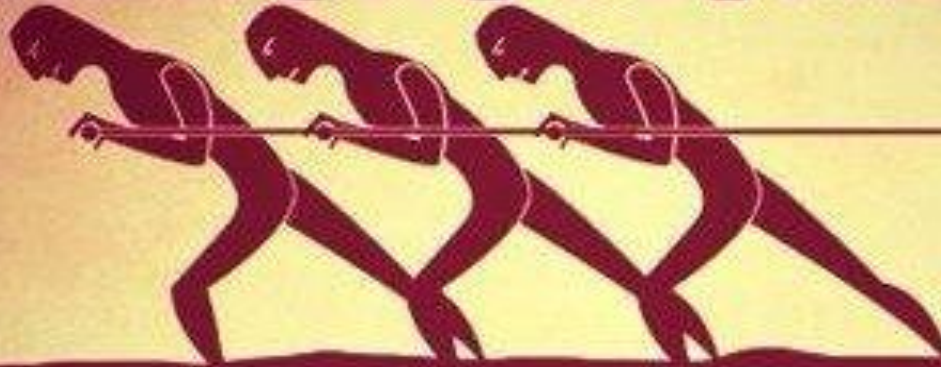


Purpose of Session

The ultimate goal of this leadership session is to provide you with five questions that I believe will enable you to engage, retain, and inspire your people towards greatness!



TRANSACTIONAL



BUSINESS

LEADER

TRANSFORMATIONAL



LEADERS
TEACH

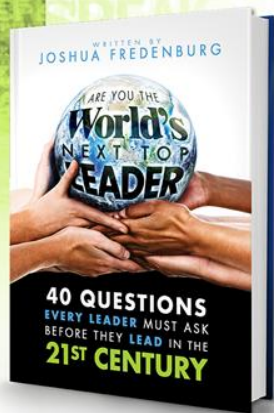
Do You Have the HEART Of A
TRANSFORMATIONAL LEADER?

LEADERS
HAVE
VISION

LEADERS
SERVE

www.visionxy.com

LEADERS
INSPIRE



WHAT IS A TRANSFORMATIONAL LEADER?

The HEART of a transformational leader is someone that not only has a desire to transform the people they lead within the organization, but they value the members of their team, they care about the members of their team, they desire to see the members of their team grow, and they are focused on helping their people reach their fullest potential.



**LEADERS
EMPOWER
OTHERS**



**LEADERS
LOVE**



**LEADERS
TEACH**



**LEADERS
SERVE**



**LEADERS
UNIFY**



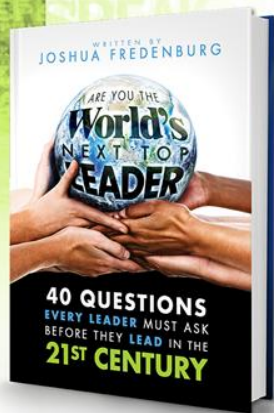
**LEADERS
HAVE
COURAGE**



**LEADERS
HAVE
VISION**



**LEADERS
INSPIRE**



A study on volunteer retention discovered that volunteers were more satisfied with their service when team leaders are inspirational, show concern about their development, involve them in decisions, and focus on the meaning of the work.



**LEADERS
EMPOWER
OTHERS**



**LEADERS
LOVE**



**LEADERS
TEACH**



**LEADERS
SERVE**



**LEADERS
UNIFY**



**LEADERS
HAVE
COURAGE**



**LEADERS
HAVE
VISION**

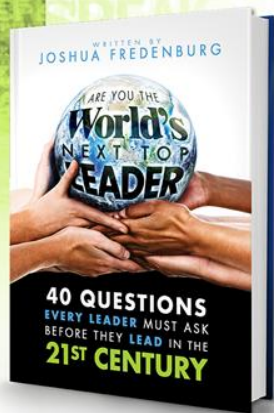


**LEADERS
INSPIRE**

"PEOPLE DON'T
CARE HOW MUCH
YOU KNOW UNTIL
THEY KNOW HOW,
MUCH YOU CARE"

JOHN C. MAXWELL





Leaders of organizations can reduce turnover and disengagement when they practice servant leadership (Hunter et al., 2013).

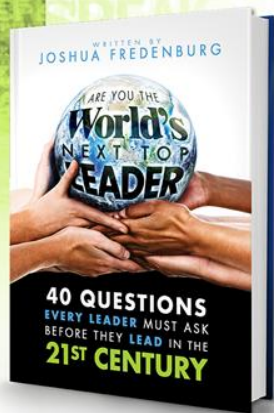


A green rectangular road sign with rounded corners and a white border, mounted on two wooden posts. The sign features the text "New Jersey" in a large, white, sans-serif font. The background is a clear blue sky with scattered white clouds. The sign is tilted slightly to the right.

New Jersey



your
audience.



THE CHALLENGE

The **FIRST** Challenge is FOR You To GO Back to Your Place of EMPLOYMENT with A HEART To Transform the LIVES of Your TEAM!



**LEADERS
EMPOWER
OTHERS**



**LEADERS
LOVE**



**LEADERS
TEACH**



**LEADERS
SERVE**



**LEADERS
UNIFY**



**LEADERS
HAVE
COURAGE**




**LEADERS
HAVE
VISION**



**LEADERS
INSPIRE**

www.visionxy.com



Intentions



**LEADERS
TEACH**

**Do You Know The INTENTIONS
OF YOUR PEOPLE?**



**LEADERS
HAVE
VISION**

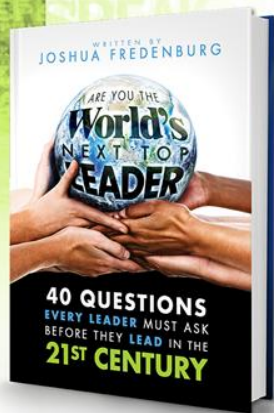


**LEADERS
SERVE**

www.visionxy.com



**LEADERS
INSPIRE**



INTENTIONS OF PEOPLE

Are you aware of the motivation, purpose, attitude, and reasons why the members of your team are working within your organization.



**LEADERS
EMPOWER
OTHERS**



**LEADERS
LOVE**



**LEADERS
TEACH**



**LEADERS
SERVE**



**LEADERS
UNIFY**



**LEADERS
HAVE
COURAGE**



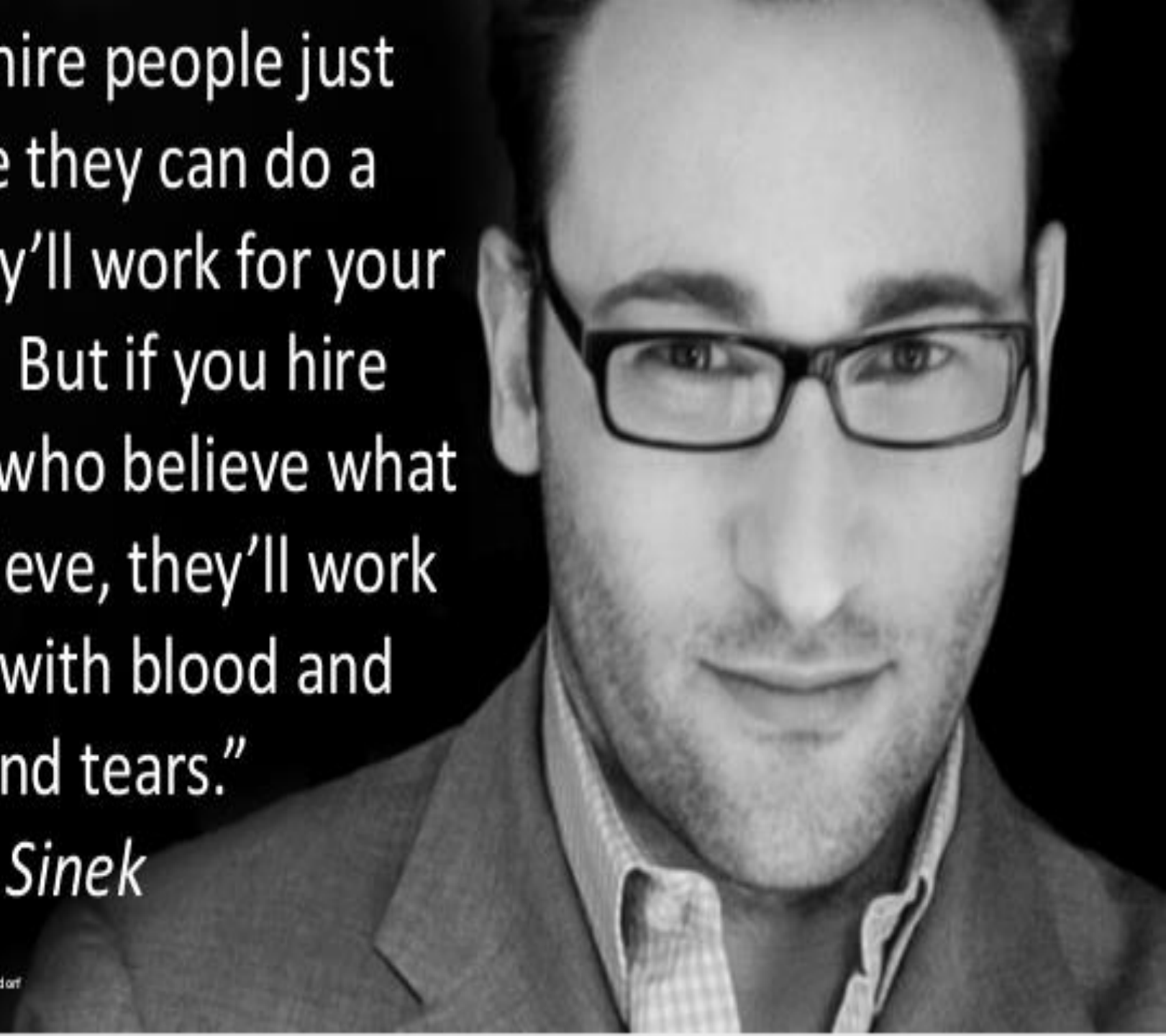
**LEADERS
HAVE
VISION**

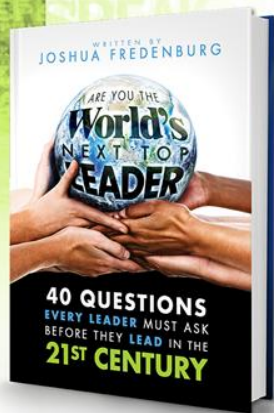


**LEADERS
INSPIRE**

"If you hire people just because they can do a job, they'll work for your money. But if you hire people who believe what you believe, they'll work for you with blood and sweat and tears."

- *Simon Sinek*





(Cnaan, Jones, Dickin, & Salomon, 2010) states that organizations who desire to be successful at retaining and engaging volunteers must determine the levels of volunteers needed and must understand the attitudes, desires, and needs of potential volunteers in order to create meaningful volunteer opportunities.





CIRCLE OF CHANGE

8TH ANNUAL

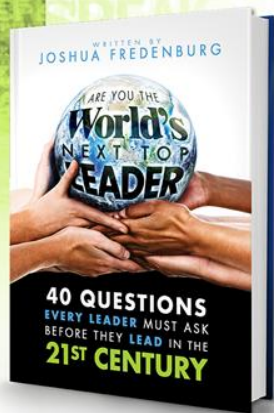
CIRCLE OF CHANGE LEADERSHIP CONFERENCE

**TAKE YOUR PERSONAL AND
LEADERSHIP SKILLS TO THE NEXT LEVEL!**

FUTURE WORLD LEADERS



www.circleofchangeleadershipconference.com



THE CHALLENGE

The **SECOND** Challenge is FOR You To GO Back to Your Place of EMPLOYMENT and identify the motivation, attitude, purpose, and reason **Y** your people desire to work for your organization.



**LEADERS
EMPOWER
OTHERS**



**LEADERS
LOVE**



**LEADERS
TEACH**



**LEADERS
SERVE**



**LEADERS
UNIFY**



**LEADERS
HAVE
COURAGE**



**LEADERS
HAVE
VISION**



**LEADERS
INSPIRE**

www.visionxy.com



**LEADERS
TEACH**



**LEADERS
SERVE**

**Have You Created An
INCLUSIVE ENVIRONMENT?**

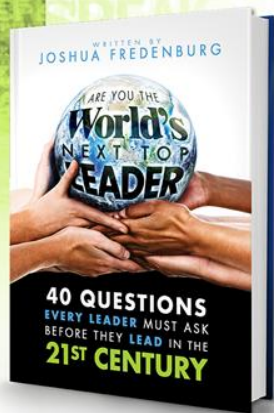
www.visionxy.com

**LEADERS
HAVE
VISION**



**LEADERS
INSPIRE**





AN INCLUSIVE ENVIRONMENT?

An inclusive environment is a workplace culture that not only allows everyone to feel valued, respected, supported, and appreciated, but it's a place where people are positioned to reach their fullest potential.



**LEADERS
EMPOWER
OTHERS**



**LEADERS
LOVE**



**LEADERS
TEACH**



**LEADERS
SERVE**



**LEADERS
UNIFY**



**LEADERS
HAVE
COURAGE**



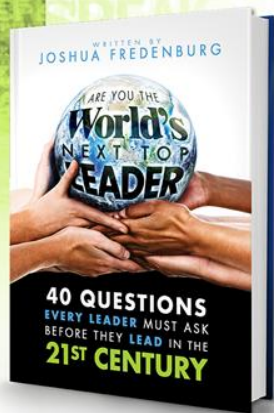
**LEADERS
HAVE
VISION**



**LEADERS
INSPIRE**

**"Inclusion elevates
all."**

- Elaine Hall



A study on volunteer retention found that the retention of volunteers was attributed to a proactive management style in terms of creating a favorable work environment.



Academy Award® Winner

HILARY SWANK

by Rosa Parks, they decided to challenge segregation in the South. Rather than boycott buses, they took their challenge a step further. They integrated their bus, travelled from Washington DC through the deep South. There were whites and blacks on bus, most of them college students, were called the Freedom Riders, their goal was to change segregated state travel, along with their life forever. The journey was not without danger, many were beaten, injured, and even killed. But the other is good. I can picture myself on the road with these bus, can visualize pulling into the bus station in Montgomery, Alabama, to discover the unsettling quietness. Even though they did expect a warm welcome, it was to be seen as the bus, not a person.

FREEDOM WRITERS

their story their words

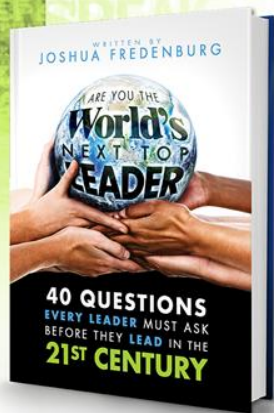
on dvd April 17



www.freedomwriters.com

© 2006 PARAMOUNT PICTURES All Rights Reserved.





THE CHALLENGE

The **THIRD** Challenge is FOR You To GO Back to Your Place of EMPLOYMENT and think about specific ways that you can create a more inclusive environment for the members of your team.



**LEADERS
EMPOWER
OTHERS**



**LEADERS
LOVE**



**LEADERS
TEACH**



**LEADERS
SERVE**



**LEADERS
UNIFY**




**LEADERS
HAVE
COURAGE**



**LEADERS
HAVE
VISION**



**LEADERS
INSPIRE**



10 WAYS TO CREATE A POSITIVE WORK ENVIRONMENT

1. Build Trust
2. Communicate positively and openly
3. Expect The Best From Your Staff
4. Create Team Spirit
5. Give Recognition and Appreciation
6. Give Credit and Take Responsibility
7. Be Approachable
8. Provide A Positive Physical Environment
9. Make Staff Evaluations a Positive Experience
10. Make It Fun



**LEADERS
TEACH**



**LEADERS
SERVE**

**ARE YOU AN EMOTIONALLY
INTELLIGENT LEADER?**

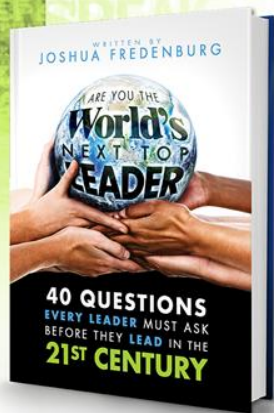
www.visionxy.com



**LEADERS
HAVE
VISION**



**LEADERS
INSPIRE**



AN EMOTONAL INTELLIGENT LEADER?

An emotionally intelligent leader is someone that not only has an ability to identify and regulate their own emotions, but they have an ability to recognize the emotions of others and respond effectively.



**LEADERS
EMPOWER
OTHERS**



**LEADERS
LOVE**



**LEADERS
TEACH**



**LEADERS
SERVE**



**LEADERS
UNIFY**



**LEADERS
HAVE
COURAGE**



**LEADERS
HAVE
VISION**



**LEADERS
INSPIRE**



If your emotional abilities aren't
in hand, if you don't have
self-awareness, if you are not
able to manage your emotions, if
you can't have empathy, then no
matter how smart you are, you
are not going to get very far.

DANIEL GOLEMAN



emaww.com

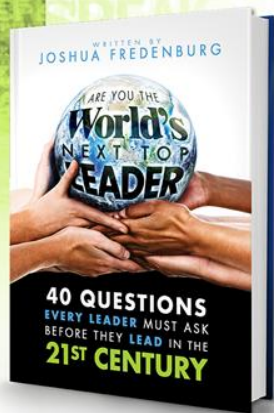


SUBSCRIBE NOW









THE CHALLENGE

The **FOURTH** Challenge is FOR You To GO Back to Your Place of EMPLOYMENT and think about specific ways that you can ensure that the members of your team are in a good emotional place daily.



**LEADERS
EMPOWER
OTHERS**



**LEADERS
LOVE**



**LEADERS
TEACH**



**LEADERS
SERVE**



**LEADERS
UNIFY**



**LEADERS
HAVE
COURAGE**



**LEADERS
HAVE
VISION**



**LEADERS
INSPIRE**

www.visionxy.com



**LEADERS
TEACH**



**LEADERS
SERVE**

**DO YOU HAVE THE
RIGHT PERSPECTIVE?**

www.visionxy.com



**LEADERS
HAVE
VISION**



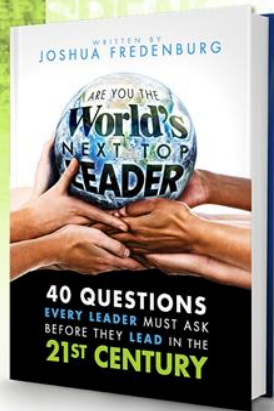
**LEADERS
INSPIRE**

change your
perspective
& you can
change your
world.

travelling table tales.

EGGS, COFFEE BEANS OR CARROTS?





LET'S STAY CONNECTED



**LEADERS
EMPOWER
OTHERS**



**LEADERS
LOVE**



**LEADERS
TEACH**



**LEADERS
SERVE**



**LEADERS
UNIFY**



**LEADERS
HAVE
COURAGE**



**LEADERS
HAVE
VISION**



**LEADERS
INSPIRE**

Email: joshua@visionxy.com
Twitter/Instagram: @visionxy
Youtube: Vision395
Facebook: Joshua Fredenburg/NY

www.visionxy.com