



Work-Life Bloom:

It's More than
Employee Engagement
and Work-Life Balance

OVERVIEW

Keynote or Workshop

F2F or Virtual



dp DAN
PONTEFRACT

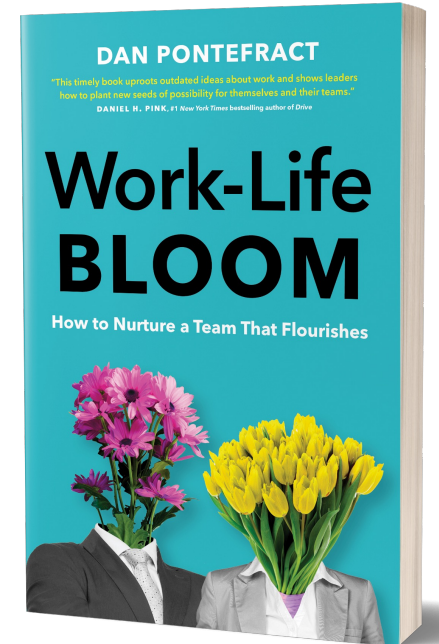
As leaders continue to grapple with the challenges of our interconnected world, the traditional concept of “work-life balance” has become outdated and unproductive. Bringing your “best self” to work and “employee engagement” scoring are other myths we must reconsider. However, the core of any team (or organization) is how it operates. Enter *Work-Life Bloom*.

Rather than espouse these myths, leaders ought to be instituting several work-life factors that will help the team and its people to flourish, individually and collectively.

**"Our lives shape our work;
nevertheless, our work shapes us."**

This event—whether keynote or workshop, face-to-face or virtual—will help leaders understand what work- and life-factors permit their team members to bloom...or not.

Based on his primary researched book, *Work-Life Bloom: How to Nurture a Team That Flourishes*, this session tackles the work-life factors that your team (or organization) needs to focus on so that people can simply ‘be their best’ rather than balanced or engaged.



Overview

Work-Factors



Life-Factors



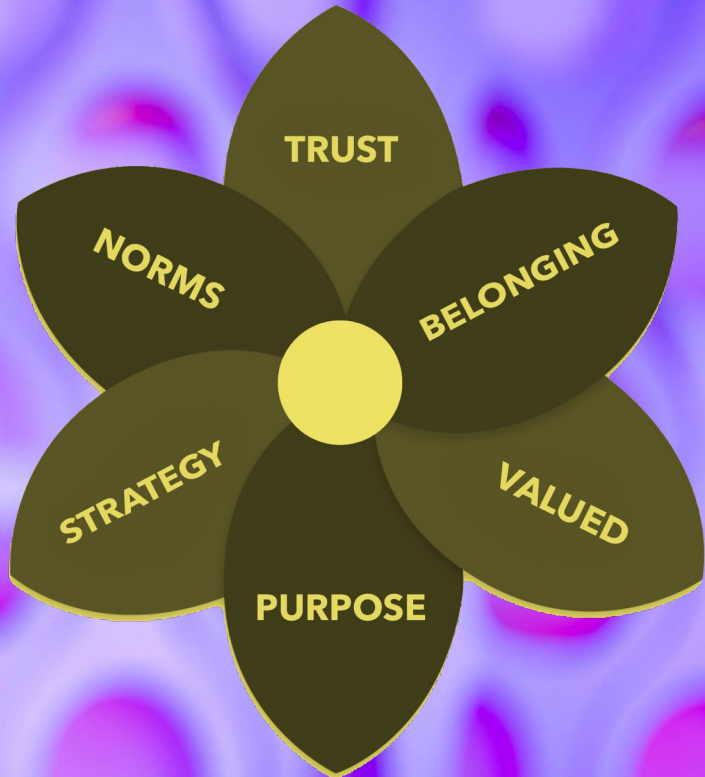
Keynote Pillars

- Keynote Title: The Keys to Flourishing in Work and Life (45 to 90 minutes)
- By choice or out of necessity, the manner in which many workers make a living is undergoing a fundamental change. And to make a living is to accept that there is a congenial bond between work and life, between what people do and how they live.
- The problem? Work-life balance and employee engagement are not the answers.
- In this talk, Dan Pontefract assesses the current state of work and life, offering an alternative to work-life balance. We must create the conditions for people to bloom in both work and life, not balance. After all, we bring our work into our lives and our lives into our work; an improved work-life model is vital. Dan will introduce a new and improved work-life leadership philosophy. It's time for leaders to understand what it means to adopt a Work-Life Bloom mindset. Dan teaches you how to get it done.

Workshop Pillars

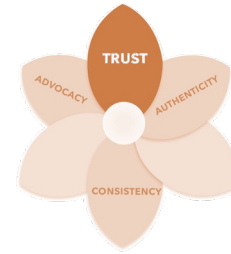
- Workshop Title: How to Nurture a Team That Flourishes (1/2 day to 2 days)
- Select the number of **Work-Life Factors** that your team or organization wish to focus on - minimum number is two factors and maximum number is 12
- Dan will tailor the content toward however many Work-Life Factors that you have selected (F2F or Virtual) and how long you want the workshop session
- Dependent on the length of each workshop session (F2F or Virtual) and how many Work-Life Factors are selected (between two and 12) will determine how much time is spent on each of the Work-Life Factors.
- See next two pages for definitions and Work-Life Factor leadership techniques that are covered in the workshop. It can range from a ½ day to two days.

The Six Work-Factors



Definitions & Techniques (Work-Factors)

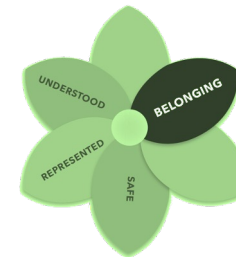
Trust: The demonstration of authentic and consistent behaviour such that people become an advocate for one another.



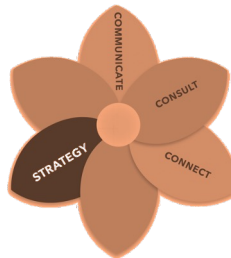
Purpose: By serving all stakeholders, it's the organization's intention, beliefs, and actions to advance and improve society for the greater good.



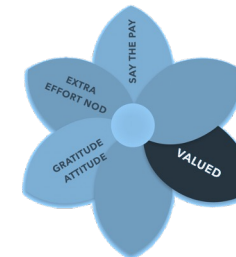
Belonging: The accumulation of positive experiences that enables people to feel understood, represented, and safe.



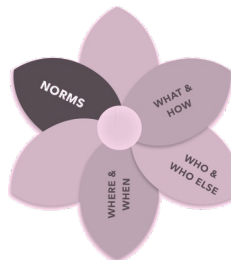
Strategy: The intended direction and related priorities to ensure the short- and long-term focus of team members and the delivery of their objectives.



Valued: The belief that one is paid fairly, consistently recognized for their efforts, and frequently appreciated for their impacts.



Norms: The operating principles and guidelines that form the culture, providing clear expectations for team members regarding how to interact with one another.

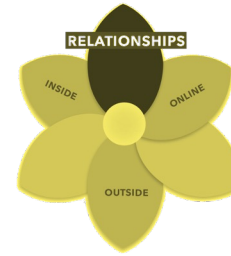


The Six Life-Factors

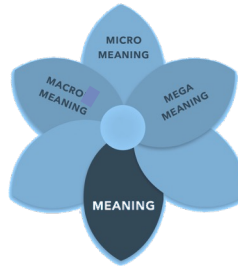


Definitions & Techniques (Life-Factors)

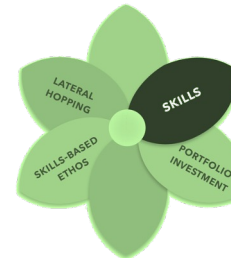
Relationships: The community of strong and weak ties—your full network of connections—that facilitate a willing exchange of assistance.



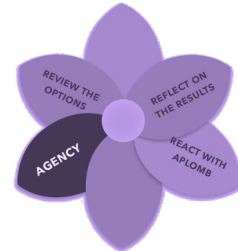
Meaning: The feeling and articulation of self-worth on a daily basis.



Skills: The attributes you develop and the aptitudes you gain to perform confidently at work and in life.



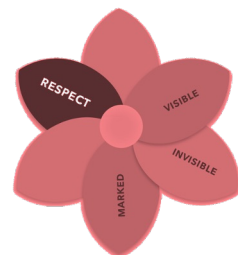
Agency: The ability to make decisions and take action that results in positive outcomes.



Well-being: The emotional, social, physical, and financial health of your present state.



Respect: The expression of appreciation and admiration for who you really are.



Work-Life Assessment and Personas

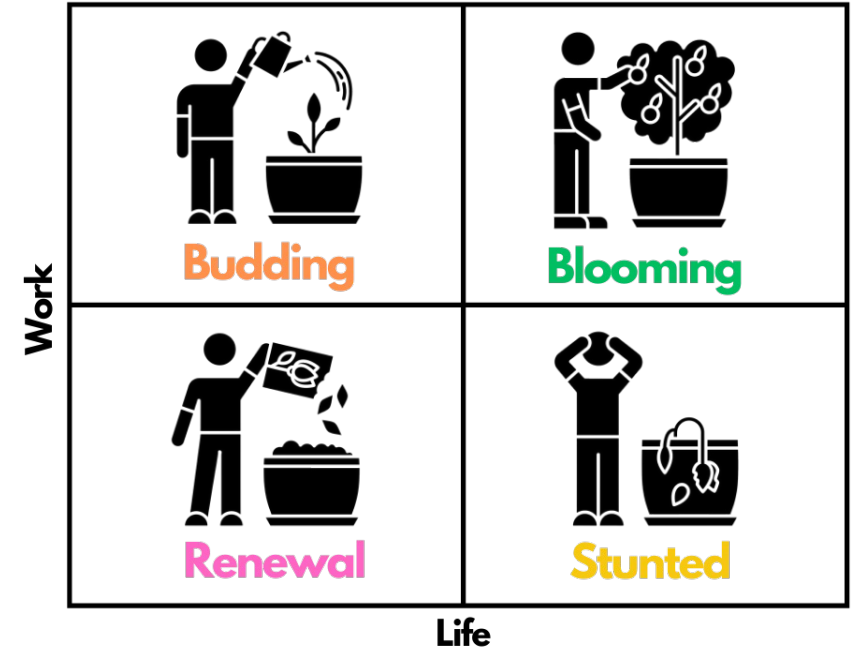
Work-Life Assessment

One of the foundational elements from Dan Pontefract's research is the Work-Life Bloom Model and its corresponding personal assessment.

Attendees will have the option of taking the assessment (roughly 7-10 minutes in length), and it will ask questions about the 12 Work-Life Factors from the previous two pages.

At the end of the assessment, attendees will be confidentially informed of their current Work-Life persona, whether they are blooming, stunted, budding, or in renewal.

Work-Life Bloom Model



Work-Life Persona Definitions

Budding: I am succeeding at work but require further self-development.

Renewal: I am in need of refreshing the majority of my work-life factors.

Blooming: I am prospering fully in both work and life.

Stunted: I am stalled at work yet thriving as an individual in life.

About Dan Pontefract



**Scan to add
Dan to your
LinkedIn**

Dan Pontefract is an award-winning leadership strategist, culture change expert, best-selling author, and keynote speaker.

Dan has presented at four different TED events and also writes for Forbes and Harvard Business Review. He is an adjunct professor at the University of Victoria, Gustavson School of Business and has garnered more than 25 industry awards over his career.

His five award-winning books are: *WORK-LIFE BLOOM*, *LEAD. CARE. WIN.*, *OPEN TO THINK*, *THE PURPOSE EFFECT* and *FLAT ARMY*.

Dan is honoured to be on the Thinkers50 Radar list. HR Weekly listed him as one of its 100 Most Influential People in HR. And PeopleHum listed Dan on the Top 200 Thought Leaders to Follow.

Previously as Chief Envisioner and Chief Learning Officer at TELUS—a Canadian telecommunications company with revenues of over \$15 billion and 90,000 global employees—he launched the Transformation Office, the TELUS MBA, and the TELUS Leadership Philosophy, all award-winning initiatives that dramatically helped to increase the company's employee engagement to record levels of nearly 90%.

Dan has worked with organizations globally including the likes of Salesforce, Amgen, State of Tennessee, Nestlé, Canada Post, Autodesk, Manulife, Nutrien, City of Toronto, UBC, CPPIB, BMO, among many others.

[Watch Dan's keynote sizzle reel](#)

dp DAN
PONTFRACT



Web: www.danpontefract.com

Email: speak@danpontefract.com

Mobile: 604.838.5894