



STEVE FREDLUND

THE SAFARI DUDE

THE SAFARI WAY TO BUILD EFFECTIVE TEAMS

Formats:

Keynote, breakout or workshop
– live, virtual or hybrid

Sample audiences:

Managers, small business owners,
nonprofit leaders

Sample events:

Leadership gatherings, association
conferences, new manager training

Steve Fredlund is a long-time actuarial leader who analyzed data on more than 150,000 global employees. The analysis is clear: productivity, engagement and retention are driven by alignment and connection; alignment with the organization's vision and values and connection to other people and the mission. Even more shocking is what does not drive results: SKAs (skills, knowledge, abilities), salary, bonuses, benefits, flexibility and recognition.

This is surprising, largely underutilized insights. We keep hiring based on SKAs because that's what we have always done, that's how Human Resources supports us, and that's how our automated systems are set up. These systems can be efficient and help us CYA, but the reality is they don't work. The skills, knowledge and abilities of those entering our organization is not correlated to their productivity, engagement and retention.

The Safari Way is a paradigm-shifting methodology that increases the effectiveness of teams by focusing on the alignment and connection of each team member. The result is greater employee happiness, productivity, engagement and retention.

Steve is known as "The Safari Dude" because he has led several safari trips to Kenya, Rwanda and Tanzania. He learned the importance of clarity, intentionality and accepting the unexpected on these African safaris; the same traits that brought him success in Fortune 500 companies, nonprofits and entrepreneurial endeavors.

Throughout this fun and energetic presentation, Steve uses engaging stories from the Serengeti to relay critical insights about leadership and building powerful teams.

As the leader of your work safari, how do you get the right peeps in your jeep? Do you feel like you are hiring the right people? Are they sticking around and being as productive and engaged as you hope? How do you work with your current team members to get them more engaged? Do you feel like it's just a numbers game; like if you keep hiring new people you will eventually have a great team? Do you find yourself hoping you will make the right hire? Or hoping that people will start to "get it"? Hope is not a strategy.

The Safari Way is an approach to life, work and leadership that parallels that of an African safari resulting in epic success and happiness. This approach requires clarity about the experience and people we want, courage to make the tough decisions, and leaning into the ups and downs that are part of every epic adventure.

After the talk, the audience will:

1. Understand what does (and does not) drive productivity, engagement, and retention.
2. Be challenged to evaluate hiring, onboarding and performance management methods.
3. Be equipped to cultivated alignment and connection within their team.