

# ENGAGING THE SOUL@WORK



- Do you need to get your company or team to that next performance level?
- What inspires you at work?
- What would you like to change?
- Would you like to improve your communication?
- What is your greatest challenge?
- Your greatest success?

Engaging the Soul at Work has worked across the US, Canada and Europe with numerous individuals, corporations and organizations to **create places where people actually look forward to going to work. Workplaces where everyone's knowledge, passions and interests rise to the surface to create a stronger, more vibrant company.**

**We engage an organization on many levels because we transcend the hierarchy. We show every individual how to do the Dance of Leader and Follower and give them the tools to better balance people and profits.**

People spend more time at work than anywhere else, and when a person doesn't

feel respected, honored and appreciated in their work environment, it ultimately affects their personal life, as well as the life and profit of the company. Strong profits being integral in the health of the organization.

Engaging the Soul at Work is comprised of gifted communicators of foundational thoughts, feelings, and ideas. We have a compelling grasp of the power of storytelling, the power of self-organization, and the power of individual inspiration and are known for encouraging even the largest groups to their feet to participate. **Our power resides in the numerous tools, ideas and network of people we make use of in an almost intuitive sense.** We stir people's senses and change their world of work.

## MAUREEN K. MCCARTHY

Maureen K. McCarthy, author of the upcoming book, *The State of Grace Document*, is an international management consultant, senior executive coach, keynote speaker. Maureen's focus is on engaging the soul at work, which ultimately results in increased profits and performance.

## ZELLE NELSON

Zelle Nelson is a geographer, international management consultant, and co-author of the upcoming book, *The State of Grace Document*. Zelle's ability to hold space for others helps businesses to create conversational spaces that inspire, as well as physical spaces where organizations flourish - both kinds of spaces are places where we can accomplish our best work.

Photo: Max Poppers



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# ENGAGING THE SOUL@WORK

## Choose a track to begin creating a workplace that really works:

### • Engaging All the Knowledge in Your Company

We've grown up in a world where the gathering of information was a crucial skill. Now that we're on information overload, we need to hone our sifting skills. From Open Space Technology to The World Cafe to Citizen Deliberative Councils, there is an enormous range of innovative tools to make use of all your employee knowledge. Whether the newest recruit or the highest executive, we need to make use of the web of knowledge in order to succeed.

### • Facilitating New Economy Leadership

The old business rules are fading faster at the light of each business day. As leaders in this new economy, we must focus on asking the right questions rather than having the right answers. Leadership over time has been characterized by physical domination and more recently, intellectual domination. Withholding information was power. Now we are moving into the *Dance of Leader and Follower*, and we must learn when, as a true leader, we need to follow in order to ensure success.

### • Igniting Team Spirit

There is a difference between motivation and inspiration. When we motivate, we get someone to do what we want them to do. When we inspire, we encourage someone to ignite the spark within and join us with their passion, knowledge and heart. Inspiration is longer lasting, more impactful and ultimately more fruitful for everyone. We have several tools to ignite the spark that will change your whole approach to business.

### • Eliminating Fear at Work

We spend more time at work than anywhere else. Between the demands of market share, financial pressures, where the industry is headed, etc., we're all

exhausted. We are driven in business by the fear of what might happen "if we do" ...as well as "if we don't." We often take on the attitude of "she should" or "he shouldn't" instead of taking responsibility for what needs to be done. When steeped in an environment lead by fear, it deeply affects our personal lives, communities and ultimately the health of the company. Fear results in poor decision-making, anger, low morale and loss of profits. Learn how to question the fears that paralyze clear action in your organization in order to inspire greatness.

## The State of Grace Document

### • Creating a New Foundation for Business Relationships

There is a new way to build, sustain and transition our work relationships with honor and trust and it is called *The State of Grace Document*. Creators of one of the most innovative business tools available, Engaging the Soul at Work will show you how to build stronger relationships between colleagues, managers, employees, suppliers, clients, partners, teams and any other business relationship that exists.

The pace of business, diversity and inclusion issues, entrepreneurial ventures, the increasing number of people we're connecting with on a daily basis and increased access to information are growing at exponential rates - all these are spurring us on to change and transition. And in this state of change, confusion and uncertainty can lead to misinterpretation and stress. Learning how to better do the *Dance of Leader and Follower* by learning about yourself and your colleagues interaction styles through State of Grace Documents will enable you to smooth out the rough spots and to gracefully get through the difficult transitions.

The State of Grace Document concept is currently being used in many companies and organizations around the world to create healthy, productive business relationships built on a solid foundation of trust, connection and communication.

*"You have the tools that brought out the knowledge already existing in our company. The knowledge we hadn't made use of until then. It was an exceptional investment."*

— L. Folsie, Global Vice President of IT, BP

*"They were masters at getting our large audience involved. So much so that we switched gears for the rest of the afternoon to keep the momentum going."*

— L. Larson, Sales Director, Solo Cup Company

*"We brought the people at Engaging the Soul at Work to the U.K. for what we thought would be one event. But they created such a stir, that we called them back to help us take the passion for the company they initiated, further through the organization."*

— D. Lovely, Chief of Staff, Global Diversity and Inclusion, BP (British Petroleum)

*"Any person in business or relationships of any kind would benefit from the brilliant ideas Engaging the Soul at Work brings to the table."*

— T. Burton, CMO, University of Chicago Graduate School of Business

*"Engaging the Soul at Work took our disconnected and silo functioning teams and helped us to transform into an interconnected community boosting productivity and enthusiasm, creating a sense of family."*

— J. Council, Managed Care Training Leader, Astra Zeneca

*"The State of Grace Document is a concept the international business world has sorely been in need of. It's a revolutionary idea whose time has come."*

— S. Olweean, Director, Common Bond Institute and President, Association for Humanistic Psychology