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October 14, 2020 • Vol 24, Issue 41

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In the last several weeks, several leaders have asked me how to hold conversations about racial relations that will deepen understanding without creating offense. Their questions caused me to reflect on conversations that I recently had...

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Upcoming Speaking Engagements

Improve Your Conflict-Resolution Skills: The Proven Process for Managing Conflict in the Workplace.

Pioneer Educator (Webinar)
October 15, 1pm EST

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Executive Presence: Convey Confidence And Command Respect As A Leader

October 29th, 8am-11am PST

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Prioritize Your Work for Maximum Impact

November 10th, 1pm EST

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Current Executive Coaching Engagements



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- **Workers becoming disengaged:** 47% of workers who have been demoted said they got upset and later became disengaged at work, and another 41% said they focused on improving their performance while in the lower position. (Office Team)
- **Getting paid for non-work related tasks:** 76% of advertising and marketing hiring decision makers said they favor a policy that allows employees to do non-work-related tasks on company time to increase performance. (The Creative Group)

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"A leader is like a shepherd. He stays behind the flock, letting the most nimble go out ahead, whereupon the others follow, not realizing that all along they are being directed from behind." ~Nelson Mandela

"Passion is what gives meaning to our lives. It's what allows us to achieve success beyond our wildest imagination. Try to find a career path that you have a passion for." ~Henry Samueli

Books Authored by Joel A. Garfinkle

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