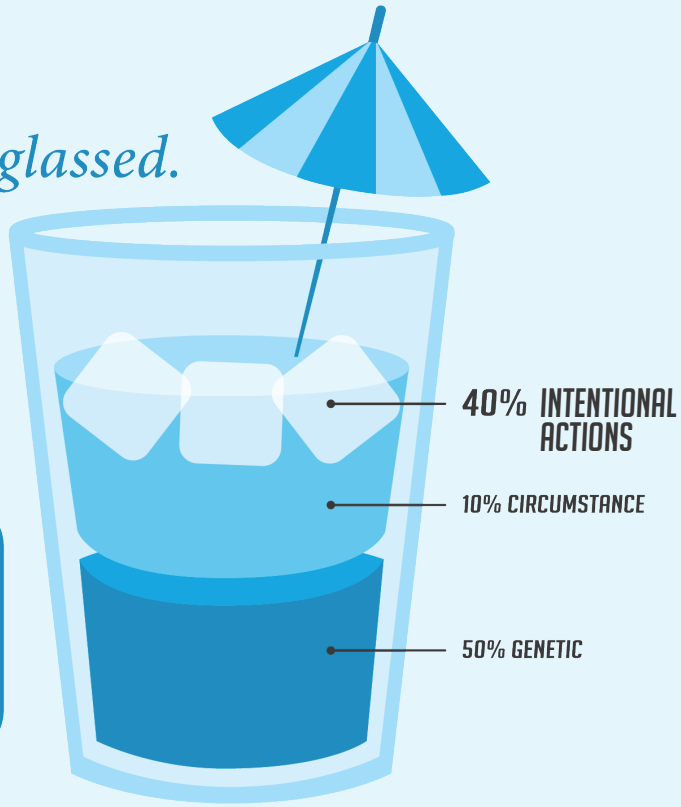
FOCUS ON THE 40

CULTURE • LEADERSHIP • CHANGE

Stop living your life half-glassed.

FOCUS ON THE 40

BY
ANTHONY POPONI



OUR WHY

Engagement, morale and burnout are trending in the wrong directions, and this is both crippling workplace performance and a loss for the worker as well. Work is an incredible opportunity for joy, fulfillment, developing mastery, building relationships and achievements – all of which are core to happiness. Research shows that 40% of our happiness is ours to influence through our actions. Our programs and resources are all about staying focused on the 40%.

Yes, work can be hard, and the hard parts aren't going away completely but workplace challenges are a lot easier to navigate if we invest in our teams and ourselves to build cultures founded in trust, honesty, respect and teamwork.

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OUR OUTCOMES

- Your team communication is transformed by establishing trust as a foundation to build on.
- Your leaders will be flexible and embrace the diversity of viewpoints and skills necessary to dynamic workplace challenges.
- A new culture of well-being improves performance, retention and recruitment.

SEE A FULL CLIENT LIST AT WWW.FOCUSONTHE40.COM

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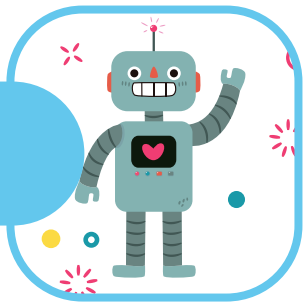
KEYNOTE PRESENTATIONS

Our presentations strike the balance between interactive, actionable and fun! Presentations can be delivered as keynotes, workshops or in sequence inside of intact workplaces.

01



THE LEADERSHIP SKILLS OF TOMORROW

The pace of change in our work is unlike anything seen before in human history and the pace of change is not going to slow. Factors like artificial intelligence coupled with ongoing disruptions create chaos, volatility and uncertainty that aren't going away. Fortunately, many of the skills inherent in us today will remain valuable in serving the us now and in the future.

02

MASTERING CHANGE & CHAOS

Change and chaos never truly disappear, but morph to new forms and challenges. Anxiety, stress, and discomfort are a natural response to taking on new challenges. When reframed as steps towards growth and mastery, we can harness these emotions into positive action.

03

HAPPY FIRST, SUCCESS FOLLOWS

Negativity bias is a default setting we need to overcome to unlock our team's potential. Investing in your team's mindset, building strong workplace relationships and their internal resources is investing in their success and wellbeing at the same time. Our presentations strike the balance between interactive, actionable and fun! Presentations can be delivered as keynotes, workshops or in sequence inside of intact workplaces.

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INTERACTIVE WORKSHOPS

Our preference, whenever possible, is to work with teams in-person. This is the more powerful way to host meetings and has the secondary, but almost equally important, benefit of getting team members together in the same room to establish rapport, a sense of belonging, to build relationships and also trust. We understand many teams are hybrid or fully remote and all of our programs can be offered virtually.

BUILDING HAPPY LEADERS

Leading from our primary style and strengths matrix is energizing, effortless and natural. Our primary style, or default approach, has value. It also has tendencies and blind spots. To tackle the complex challenges of a dynamic workplace, we need to engage the diversity within our teams.

CHANGE MANAGEMENT

Uncertainty, chaos and change create anxiety which powers the fight-or-flight parts of our brain and steals power from our internal supercomputers. A reframe on change, challenges, and stress as the strategic discomfort on our path to mastery flips our mindset.

HIGH TRUST CULTURES

High trust cultures are high performing cultures. The behaviors of high-trust teams are built through a slow cooker process in a microwave society. Though trust takes time to build, the results are exceptional. Investing in trust is a win-win and critical to both team success and core to workplace wellbeing.

STRESS, BURNOUT & BALANCE

What is the message behind stress and how can we harness stress and convert it into action? Defusing and decoding stress can help maintain performance and productivity in high-demand environments. Prevention of burnout requires the commitment of both the individual and the workplace.

See all of our audience feedback at: www.talkadot.com/s/anthonypoponi

For a full list of our live programs please visit: www.focusonthe40.com

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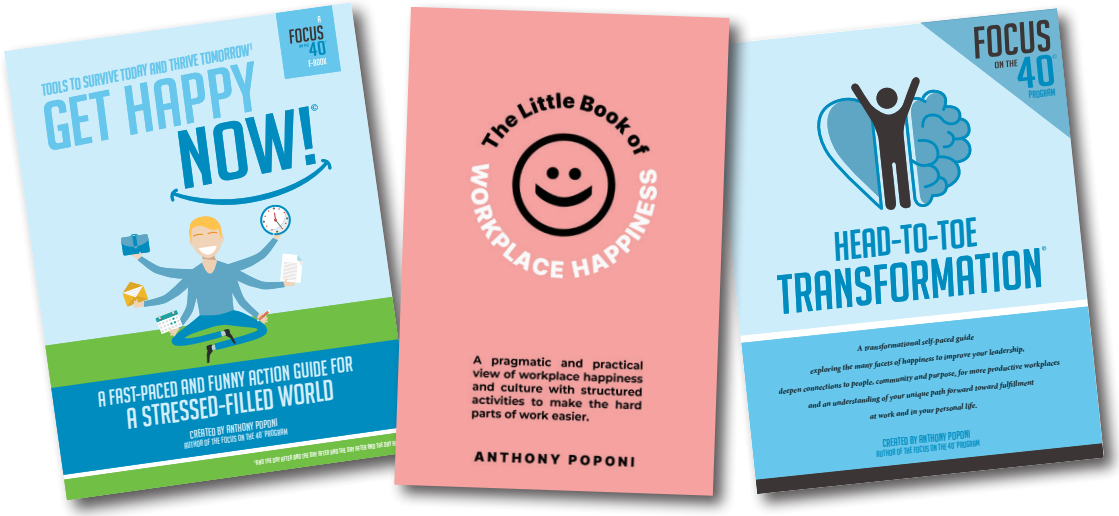
RESOURCES

"Since the retreat, I have noticed a great improvement in overall teamwork, employee morale and engagement. The high energy and motivation coming resulting from the work at the retreat carried over into increased productivity when we returned to the office. Thank you for your leadership and workshop-style retreat agenda that helped me and our owner accomplish the desired messaging and implementation of our new mission and strategy."
– Garret B, President, CO West Transportation



FOCUS ON THE 40© PRINTABLE RESOURCES

Our printable resources contain actionable strategies and activities to be used by individuals or teams to improve workplace performance and deepen the learning after our group sessions.

- THE LITTLE BOOK OF WORKPLACE HAPPINESS
- HEAD-TO-TOE HAPPINESS ACTION GUIDE
- GET HAPPY NOW STRESS AND OPTIMISM GUIDE
- HIGH-TRUST CULTURES
- THE HOW OF WORKPLACE HUMOR

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ABOUT US

GET TO KNOW OUR CEO ANTHONY POPONI

Anthony Poponi is the CEO and founder of Focus on the 40 and is an expert in positive psychology, the applied science of human happiness. The Focus on the 40 team specializes in showing our audiences and workplaces a path to more joy, fulfillment and success through live and virtual programs including keynotes, retreats and team-buildings and coaching. All of our efforts are focused on actionable tools and strategies to show you and your team a path towards being happier and successful at the same time!

SEE US ON STAGE

www.focusonthe40.com/about

BOOK A DISCOVERY CALL

FIND OUT MORE

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"The Perfect Mix of Informative and Funny! I had the privilege to hear Anthony speak live, and I do not use the term lightly. He is an incredible speaker and blended information from his expertise with humor exquisitely. I loved watching him speak... it was like watching a stand-up comedy show where I learned something. If you're considering Anthony for your event, stop considering and book him. You won't regret it." – **Robert H. LFS**

MEMBERSHIPS & CERTIFICATIONS

espeakers CERTIFIED VIRTUAL PRESENTER

5 VOICES CERTIFIED

SAM.GOV APPROVED U.S. GOVERNMENT VENDOR

CERTIFICATE IN APPLIED POSITIVE PSYCHOLOGY

NSA NATIONAL SPEAKERS ASSOCIATION

Positive Intelligence PQ COACH™

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