

emtrain

Creating and Sustaining The Drama-Free Workplace

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THE HIGH COST OF DRAMA

- Turnover
- Lower productivity and morale (poisoning of well, constant talk)
- Loss of opportunity to resolve conflicts early (more cheaply)
- Legal costs
- Talent acquisition/management disruption (especially bad for D&I efforts)
- Reputational damage



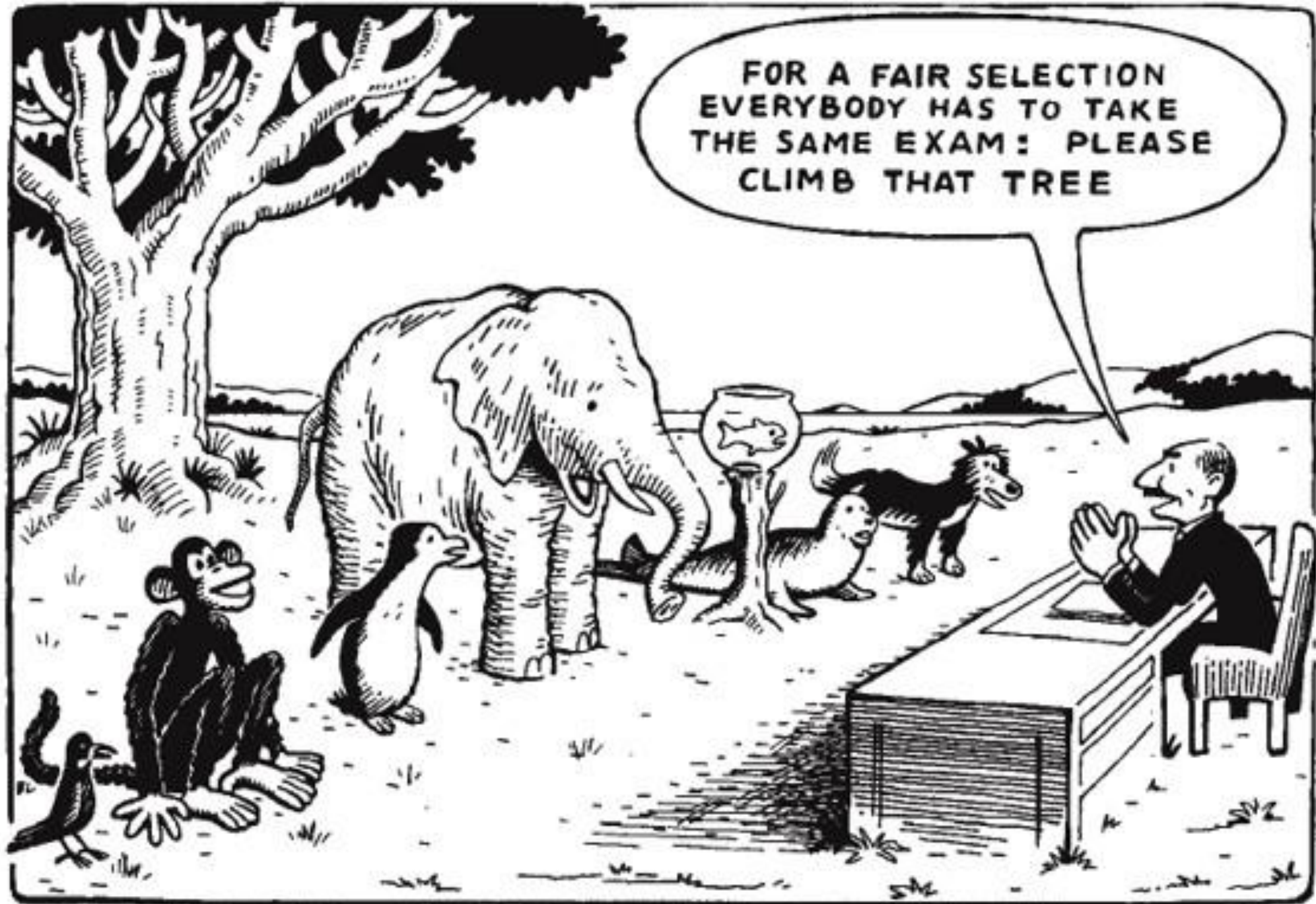
Be Authentic

Problem

Solution



FOR A FAIR SELECTION
EVERYBODY HAS TO TAKE
THE SAME EXAM: PLEASE
CLIMB THAT TREE



Drama-Free Leadership Traits

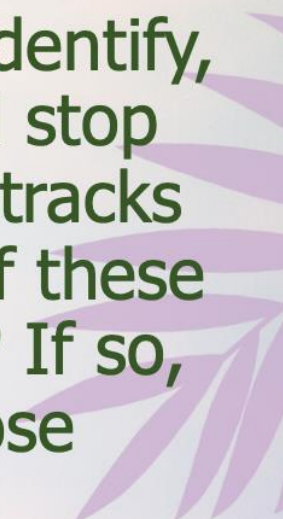


1. Which characteristic resonates the most? Why?

- Authenticity
- Creative and effective problem-solving
- Radical Fairness
- Emotional intelligence

2. Share a story – good or bad – related to a leader exhibiting (or failing to exhibit) one of these characteristics.

3. What impact have the #MeToo, #TimesUp and other movements had on this issue? Has your organization made changes to identify, prevent, and stop drama in its tracks as a result of these movements? If so, what are those changes?



SO WHAT?

- Bias/Diversity/Inclusion/Belonging/Equity: Authenticity and Fairness
- Forward-looking/innovative problem-solving: GenZ, Accommodations