



# DENNIS MCINTEE

KEYNOTE SPEAKER, CONSULTANT, AND AUTHOR

Dennis travels across the world speaking at leadership summits, management training events and healthcare conferences, to name a few. His three-decade career included stints in Africa, Poland, Germany, and throughout greater Europe where he coached and consulted with growing leaders. Through his experience, Dennis developed a systematic approach to helping his clients reach their goals through coaching, speaking, courses, and teaching techniques that enact transformational change.

Ultimately, Dennis is passionate about helping leaders create high-trust, high-performance cultures while becoming the best version of themselves they can be.

Dennis is also the author of *The 8 Qualities of Drama Free Teams*, *The Power of Pursuit*, and *Drama Free Teams in Healthcare*.

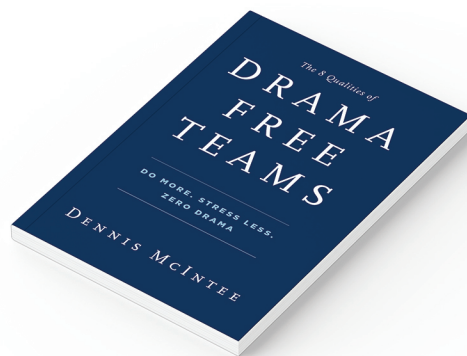
He has been married to his wife, Lisa, for over 30 years and together they have four children. Dennis is an avid runner and enjoys training for races.

## A UNIQUE APPROACH

- Fully customized program tailored to fit your exact needs
- Participant guide made just for you
- Interactive versus lecture based learning
- Online, self-paced learning modules available for access anytime after training

## THE RESULTS?

- Drama Free Teams
- Drama Free Meetings
- Drama Free Productivity
- Drama Free Customer Service
- Drama Free Sales Teams
- Drama Free Accountability

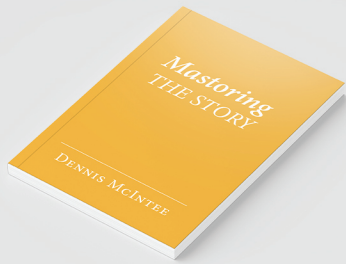


The Book: *The 8 Qualities of Drama Free Teams*  
New edition updated and released in January of 2023

*The 8 Qualities of Drama Free Teams* gives readers eight different leadership strategies to implement daily for immediate changes in their organization.

# FEATURED KEYNOTES AND WORKSHOPS

## MASTERING THE STORY



Have you ever considered the power of the stories you tell yourself? As humans, we subconsciously connect experiences and seek meaning in everything we encounter. Those encounters form stories and are often rooted entirely in experiences from our past (both good and bad). The problem with these stories is that they have the power to become triggers for negative emotion and drama. If we can learn to control the story we form in our minds without knowing facts, we have the power to control our feelings.

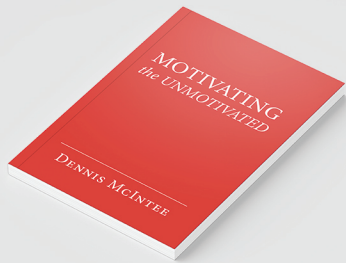
As an organization, you have three key audiences for your story. First, you have the internal story your employees are telling themselves. Then, you have a board or governing body telling themselves a story. Finally, you have an outward story you are sharing with your audience—constituents, association members, or customers—that you want them to hear and understand.

### **Outcomes:**

- In this keynote, we will help you master the story you are telling yourself,
- Discover how to position that story to your internal and external audiences
- Learn how to protect your confidence as a leader so you keep those stories held in the best positive light.

If you can manage the story, you can manage the outcome.

## MOTIVATING THE UNMOTIVATED



A pack can only run the speed of its slowest runner. Our research shows that when a team member is motivated and held accountable, the entire speed of the pack increases and runs together. But when that same team member is doing the bare minimum—or worse, quiet quitting—the team is dramatically held back from its full potential.

The key to motivation lies in the understanding of the emotions driving the actions of your team. That's why emotion and motivation share the same root word. Discovering the motivation that pushes your team members to act is best achieved through the identification of their Goals, Passions, or Struggles, or what we call their GPS™.

### **Outcomes:**

- We will teach how to communicate with your team members and connect with their hearts using the GPS™ framework. If you can win over their hearts, you can win over their hands.
- We will also teach how to reformat your questions to keep your team proactive instead of reactive.
- Participants will master two additional coaching techniques that have been proven to help people change behavior.



# FEATURED KEYNOTES AND WORKSHOPS

## RETENTION: MORE THAN A BUZZWORD

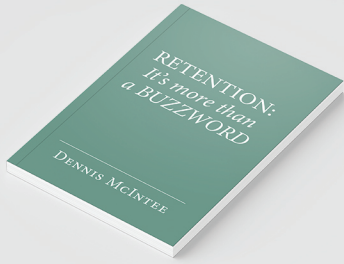
The topic of employee retention in a tight labor market has perhaps never been more important than it has been over the past two years. Since the COVID-19 pandemic shook up the global economy with every kind of disruption it could muster, the long term impact on the labor market in the United States has seen the largest effect on the shortage of available workers in a variety of fields.

And when it is proving challenging to find the right team members for the job, the focus shifts to the importance of retaining the strong employees you do have. At Leadership Development Group, this topic has always been an important element of our training, consulting, and workshop series. Building a strong team that is productive and happy is a defining achievement for any leader.

In this Keynote specifically developed to address hiring and retention in the post Great Resignation and “quiet quitting” eras, participants will experience the following outcomes:

### *Outcomes*

- Explore the eight motives of people and how to utilize them to develop rapport
- Master the skill of artful communication to increase buy-in
- Develop two techniques that will remove the emotional drama that kills engagement



## BUILDING A SELF-DIRECTED TEAM

When it comes to productivity, results and ownership go hand and hand. If a team member does not feel they truly hold ownership, they do not feel responsible for the outcome. You can build a results driven team even if that is not your culture today.

The key to passing off ownership to team members is instilling trust in their abilities and then ensuring they feel it within themselves. Once trust is established, you can perfect the communication process flow for tasks and projects applicable to your company. Finally, you can develop a healthy feedback system to skillfully react to obstacles or challenges that stand in the way.

The ultimate result is a team working towards a common goal with a shared responsibility and drive for the best possible outcome.

### *Outcomes*

- Explore the trust building skills you need to drive results
- Understand the two components for every successful interaction so your teams are more efficient.
- Learn the three-part feedback exercise called SOS™ that empowers everyone to identify obstacles or points of conflict.



# FEATURED KEYNOTES AND WORKSHOPS

## LEADING THROUGH CHANGE



There are outstanding opportunities for organizations to grow, yet many leaders face hurdles. In fact, many of these hurdles are internal—not external. According to research by Bain & Company, 85% of executives say their greatest barriers to achieving growth objectives actually lie inside their own four walls.

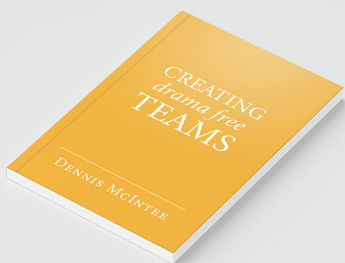
Because every industry is always changing, it is imperative to continually modulate your thinking to deal with uncertainty.

If your organization is making a large transformation or exploring a shift in any way, this session is the perfect preparation for kicking off the process. As we learned in 2019, change and challenges are always around the corner. Leading through change is a skill that will never go unused.

### **Outcomes**

- Discover The Creative Focuser™ to help you think outside the box.
- Learn the three mindsets needed to navigate through transition and change
- Master The Learning Matrix™ to make your future bigger than your past
- Implement The Excuse Buster Formula™ that eliminates procrastination

## CREATING DRAMA FREE TEAMS



Despite the fact that there are ample opportunities for organizations to grow utilizing their current teams, many leaders still face hurdles. Our signature keynote address, Creating Drama Free Teams builds the ultimate foundation to increased productivity, retention, and overall employee satisfaction.

To create a drama-free team, you first must become a drama-free leader. Some leaders play the game “Simon Says” in their organizations but great leaders know the real game is “Follow the Leader.” This keynote explores tools on self-management. Nothing makes a better impression on people than the ability to lead yourself.