

*"Two years later, and I am still using James' concepts to keep my leadership priorities in front of me. It is one of the most powerful tools I use as a leader."*  
Robin O' Hearn - HR Manager  
Delta Hotels



# **Minutes on Monday™**

Transform Your Managers in Nine Minutes a Week.

The Quick and Easy Way To Turn  
Managers Into Leaders



## *“The Quick and Easy Way To Turn Managers Into Leaders”*

### **Transform your Managers in Only 9-Minutes a Week!**

The number one reason why managers fail to increase productivity, and get the best out of their people is they neglect to keep their leadership priorities in front of them. In today’s environment it’s easy to become task focused, leaving work teams that are overmanaged, underled, and operating below their true potential. When managers keep their leadership priorities in front of them however, extraordinary things happen.

Nine Minutes on Monday is the simple system that helps busy managers raise productivity, boost morale, and increase employee engagement. By combining practical training in management best practices with a simple system of execution, your managers will never neglect the people side of your business again. No matter how busy your managers are, Nine Minutes on Monday will ensure your staff are motivated, inspired, and equipped to bring their best to work each day.

### **Program Benefits**

- ✓ **Increased Trust**  
Trust is built with purposeful actions. As you managers implement the 3 C’s of Trust they will witness their own influence grow among their staff.
- ✓ **Better Performance Management**  
Your managers will no longer avoid those difficult conversations that address sub-par performance. With easy-to-use tools for giving feedback, your managers will have a stress-free way of boosting performance while driving complacency from the workplace.
- ✓ **More Appreciative Workplaces**  
Your managers will become naturals at effective reward and recognition strategies that cost nothing and increase an employee’s sense of significance, and value to your organization.
- ✓ **More Manager Initiative**  
Watch your managers take more initiative in dealing with issues among their employees, saving HR and upper management from having to get involved.
- ✓ **Increased Manager Confidence**  
By equipping your managers with the practical tools to help them lead more effectively, you will see an increase in their confidence resulting in happier, more successful leaders.
- ✓ **More Purposeful Workplaces**  
Your managers will see an increase in staff investment as they begin routinely helping employees find purpose and meaning in their work.
- ✓ **Stronger Teams**  
Watch morale and collaboration take off as managers increase team cohesion without time intensive team building days.
- ✓ **Increased Performance Through Coaching**  
Managers will see higher efficiency, and performance as they implement these simple coaching strategies, which will shape effective behavior in the workplace.
- ✓ **Stronger Sense of Autonomy**  
Your managers will notice an increase in their employee’s initiative by promoting a sense of autonomy at work.
- ✓ **Higher Employee Retention**  
By meeting the fundamental psychological, and social needs in the workplace, your managers will see an increase in employee retention and engagement.
- ✓ **Increased Desire To Lead**  
Your managers will show a renewed passion to grow and excel in their role as leaders.



*"Please have Mr. Robbins at next years training. He is great!  
Awesome speaker, could listen to him all day."  
Nevada Recreation and Parks Society*

*"Overall, the feedback is that yesterday was our best ever team  
building day and that is primarily due to your presentation."  
Yvonne Behan  
TransCanada Pipelines*

### The Program

The Nine Minutes on Monday program is a half-day or full-day workshop dedicated to helping your managers foster employee engagement, increase motivation and raise productivity. It is based on management best practices and grounded in research on human motivation and workplace excellence. It comes with the Nine Minutes on Monday System to help each of your managers implement the pillars of effective leadership.

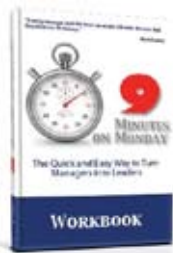
### The Workshop

The workshop is a fast moving, motivating and instructional session filled with practical tools and content which managers can implement the very next day. James further enhances the session with video and stories from adventures around the world to make an inspirational learning experience. With over 1,000 presentations under his belt, James knows how to keep your managers engaged for a day of practical training. Your staff will have a lot of fun while they learn.



### The Nine Minute System

Nine Minutes on Monday is an easy to follow system that will keep your managers focused on their most important leadership priorities. The weekly template will keep your managers from being buried in tasks and neglecting their most important leadership functions. The program works because it provides a practical time-sensitive solution to help your managers implement the practices of today's most effective leaders. The program comes with the Nine Minutes Workbook, the weekly planning resource, Nine Minute Tracker, blank weekly templates, and an easy reference card for their desktop.



The Nine Minutes Workbook



The Nine Minutes Tracker & Templates



Desktop Reference Card

### Training That Sticks

Too often training money is wasted on workshops and seminars that simply convey information. Unless you have a system of follow-up and accountability, the changes you want to make will rarely stick. Nine Minutes on Monday provides the necessary follow-up ensuring that your training dollars are maximized. The principles covered will help you create an energized and engaged work team and will save your organization thousands of dollars in reduced employee turn-over.





*"Based on the positive feedback received by the attendees of his session, we have placed James on our list of recommended speakers in the SHRM Speaker Directory."*

*Michelle Dolieslager  
Conference Manager SHRM*

*"James was the top rated speaker at our HR conference."*

*Mark Hollingsworth  
HRMAM*

The good news about engaging leadership is the principles can be learned by any manager and implemented with immediate results. Nine Minutes on Monday will teach you how to increase the morale, productivity, and engagement of your employees, whether they work down the hall or 1,000 miles away.

### Some of the lessons learned:

- How to implement the top engagement drivers and identify which ones you need to focus on the most to create a motivated and high performance team
- How to apply the top drivers of engagement with employees who are telecommuting
- Increase motivation with the three simple questions that will connect purpose to pay by creating a clear line of sight between what employees do and how it affects the organization
- A simple tool that will keep your leadership priorities in front of you no matter how busy you are so your people are never without their leader
- A four-step formula for giving feedback that takes the stress out of addressing sub-par performance and drives complacency from the workplace
- The Four Psychological Needs you must meet in order to connect an employee emotionally to your organization and tap into their intrinsic motivation
- Watch your employees performance and confidence soar with this simple coaching model you can use to develop your staff on a limited time budget
- The four keys to reward and recognition that will make your employees feel valued and appreciated while seeing you as an inspirational boss
- The one activity that takes only 10-minutes a week that is a proven engagement driver which most managers neglect
- The four emotional bonds you want to make with every new hire during their first 30 days that will get them up to speed quickly and literally cement them to your organization
- Five ways to increase initiative and buy-in among your staff while turning employees into business partners
- The three things you must do in order to create a massive growth spike in any of your employees and why they will love you for it
- The 5 key practices to help you operate as a high performer so your example serves as a source of inspiration for your team

Leadership has always been important but in today's economy, excellence in leadership is paramount. Your manager's ability to engage their staff and bring out the best in their people is the key to your success. As a result of this program your employees will invest more effort, work with more heart, resulting in a higher quality product or service.

### Can't Get Your Team Together?

If getting your team together in one place is impractical, James can deliver the program through a live broadcast over the Internet, broken up into three separate training sessions. All you need is an Internet connection. With the online webcast you can project it in your training room or have managers access the session on their own computers regardless of where they are. Your staff still get all of the benefits of the program without the extra expense of traveling.



For more information regarding a live webcast contact James.

For more details go to [www.jamesrobbins.com](http://www.jamesrobbins.com) or call 250-508-7271

# James Robbins

Keynote Speaker  
Leadership and  
Motivation Strategist

## About James

James Robbins is a thought leader in the field of human motivation and its role in leadership, the workplace, and our personal lives. He has given over 1,000 presentations equipping both employees and managers to raise their game. Combining adventure with the latest research in social psychology and leadership best practices, he presents fascinating insights that will stimulate your managers to re-think how they approach today's challenges.

When James speaks at your organization he works with you as a partner to help meet the specific needs of your staff. Whether it is a 75-minute keynote or a full-day program, James is committed to customizing his message for maximum impact.



## Some of James' Other Programs

### Reaching New Heights

#### *Simple Steps For Overcoming Average*

A perfect conference keynote or workplace morale booster, James helps audience members reconnect to passion and purpose in both work and life while outlining the path for personal excellence.

Sharing life lessons from expeditions around the world combined with insights from the field of social psychology, James helps audience members see the importance of facing their fears, taking risks, persevering in tough times, embracing change and the necessity of a good team.

*"Our team left motivated, excited and inspired to 'Reach New Heights' moving forward."*  
- Kraft Foods



### Follow Me; The Bold Call of Leadership

#### *Peak Performance Leadership*

How do you engage your people, retain your best, and kick productivity into overdrive? Our success as leaders lies in our ability to keep talented people engaged and fulfilled. Today's workforce has changed. Loyalty to an organization has become a thing of the past. Studies show, however, that a manager's influence with their employees is the number one factor in determining an employee's happiness, motivation, and loyalty. In this inspiring session you will learn how to lead in order to inspire productivity, increase morale, reduce turnover and cultivate an atmosphere of trust while bringing out the best in your people.

*"The best leadership seminar I have attended."*  
Kiro Stojcevski - HR Manager  
Canadian Tool and Die



*"Your keynote received a 5/5 average value from 85 survey respondents. Thanks for being such a large contributor to our successful day."*

- Rebecca Myers  
Avanti Software



For more information please contact The Robbins Group at 250-508-7271 or visit [www.jamesrobbins.com](http://www.jamesrobbins.com)