



# ERIKA GARMS, PhD

WORKPLACE EFFECTIVENESS EXPERT  
CEO/CONSULTANT/SPEAKER/AUTHOR

Keynotes | Breakouts | Workshops | Retreats

## Building Healthy and High-Performing Workplaces

- Ramp up management competence and confidence quickly
- Sharply increase success rate for change initiatives
- Reduce conflict up to 40%
- Increase productivity by 10-30% within days
- Boost retention of best employees and overall morale

## POPULAR PROGRAMS



### Creating Brain-Friendly Workplaces

**Disengagement in American workers tops 70%! We're burned out, unhealthy, and unproductive. What's going on at work?**

Many organizations inadvertently reinforce distrust, threat, high turnover, low tolerance for change, and weak performance. Discover the research-based explanations for this state of affairs, and hear turnaround suggestions that you can use tomorrow!

- Why staff and managers have challenges communicating
- Why we're wired to distrust, and how to combat this at work
- Why mixed messages are so common, and how to avoid them
- How to dramatically improve attention and focus at work
- What a huge difference a little "brain hygiene" can make to work and personal lives



### ChangeSmarts

**Besides weather forecasting and baseball, where else is it okay to be unsuccessful 66% of the time?** Change efforts in organizations don't meet their goals at that rate either. Why? Find out in this program—and—learn how the most progressive organizations are updating their change management approaches for radical improvement in making change. Discover:

- The secrets of introducing change efforts that will attract others, not subconsciously threaten them.
- How word choice and key phrases can draw in support and curiosity of others, not repel them
- How to adapt your existing change approaches to become more brain friendly



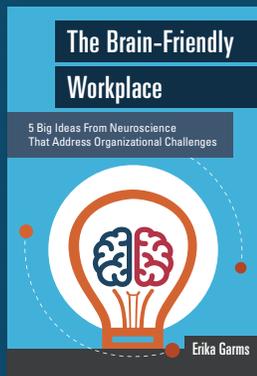
### FocusSmarts

**It is no wonder we struggle to feel a sense of accomplishment at the end of some days.** On average, we spend less than four minutes on a task before becoming distracted! We lose 20% of our work time on squandered attention, which is costly to the organization and to our self-esteem. Discover:

- Clarify which of the "four facets of focus" are strengths and which are challenges for you
- Techniques to better manage external distractors
- Methods for minimizing internal distractors
- How to sustain deep focus when desired

## ABOUT ERIKA:

Erika Garms is a cross-industry consultant who helps leaders and teams work, manage, and innovate smarter. As CEO of WorkingSmarts, she translates powerful scientific theory to everyday workplace practice.



Garms is the author of, "The Brain-Friendly Workplace: Five Big Ideas from Neuroscience That Address Organizational Challenges" and "ManagementSmarts."

# WORKING SMARTS

erika@workingsmarts.com  
612.315.0807 | workingsmarts.com





# WHAT PEOPLE ARE SAYING ABOUT ERIKA:



## PARTIAL CLIENT LIST

- United Way
- Medica
- Houston Engineering
- Thyssen Krupp
- Western National Insurance
- Carteret General Hospital
- Society of Women Engineers
- Olsen Thielen
- Minnesota State Colleges & Universities
- National Assn. for Educational Procurement
- Mental Health Corporations of America
- Society for Human Resource Management
- University of Illinois
- Entrepreneur Fund
- Government IT Symposium
- Training & Development Show—Middle East
- Blue Cross Blue Shield
- State of Minnesota
- MN Change Management Network
- Association for Talent Development

*I found the session to be: A fresh and energizing perspective on interpersonal relations in the workplace; a valuable recognition of the communication barriers that naturally exist between employees of different levels in the organizational hierarchy; action-oriented learning in that I left the session with ideas for changing my own behaviors based on what I learned.*

LORI HUSS, SPHR  
Employee Relations Director  
Scott County

*"You make what could potentially be a very technical/scientific topic into a relatable and realistic subject, using real world examples!"*

OCEA BICHA, HR Manager  
Marsden

*"I've been planning an important meeting with stakeholders and will be changing my approach to leading that meeting based on the concepts Erika shared."*

LORI SCHMIT, Executive Director  
Central MN Mental Health Center

*"We found Dr. Garms to be an excellent, thoughtful speaker with really good practical material. Attendees commented on her thoughtfulness and the many useful ideas they gained from her talk. Some have already requested that we bring her back to a future event"*

DALE SHREVE, CEO  
Mental Health Corporations of America

*"Erika engages the audience, shares deep expertise, keeps the session lively, and always has people wanting to connect after the event."*

TERRI HIEB  
Core Program Coordinator  
Enterprise Learning and Development, State of Minnesota'

*Good examples used—easy to understand—she was upbeat and passionate about what she talked about!*

*Dr. Erika Garms was/is a motivating, passionate, and informative speaker. So glad to have taken the time to attend the meeting!*

*My entire management team should take this session with Dr. Garms.*

*This was the best session I've gone to in years.*

*Great speaker... held everyone's interest, knowledgeable, fun, relaxed.*

*Our whole organization needs you!*

*Love, love, love this presentation. I wish we had another hour to hear more from Dr. Garms. Excellent job. Can't wait to read her book.*

*She was so creative in her presentation. We all learned a great deal. Her presence was just plain delightful.*



*"You walk away with tangible, useful tools to use right away."*



## CONTACT



erika@workingsmarts.com  
612.315.0807  
workingsmarts.com

