



84th Wisconsin Safety Council
ANNUAL CONFERENCE
April 13-15, 2026
Kalahari Resort, Wisconsin Dells
Presented By **AON**

Dave Molenda, TDC, TDFC, TEQC



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Think about this...

Who was the best leader that you ever had?

What made them different?




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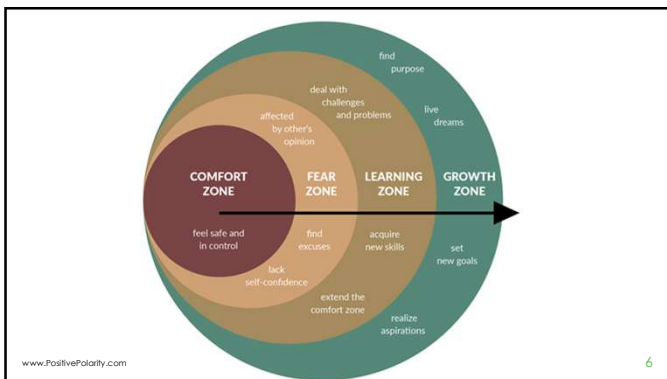
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the positive polarity podcast

#1 amazon.com BEST SELLER

GROWING ON PURPOSE
The Formula to Strengthen Your Team AND Improve Your Customer Experience
a positive polarity book by Dave Molenda

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business growth. empowered.

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I don't need any help in this area!

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8

Count the "F"'s in this sentence below:

FINISHED FILES ARE THE RESULT OF YEARS OF SCIENTIFIC STUDY COMBINED WITH THE EXPERIENCE OF YEARS.

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What is your answer?



1
2
3
4
5
6
7

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10

Count the "F"s in this sentence below

FINISHED **F**ILES ARE THE RESULT
OF **F** YEARS OF **F** SCIENTIF**F**IC STUDY
COMBINED WITH THE
EXPERIENCE OF **F** YEARS.

6 is the answer!

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The **5 C's** of Leadership



Communication
Culture
Collaboration
Coaching
Conflict Resolution

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What is culture, anyway?

Workplace culture refers to the shared values, beliefs, behaviors, and attitudes that shape the environment in which employees work and interact.



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True or False?

Every company on the planet has a culture?

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Where are we at today?

- 1. 92% of workers said it is very important to them to work for an organization that values their emotional and psychological well-being.
- 2. 92% of workers said that is very important to work for an organization that provides support for employee mental health.
- 3. 95% of workers said that is is very important to them to feel respected at work.
- 4. 95% of workers said is is very important to them to work for an organization that respects the boundaries between work and nonwork time.



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13 Signs of Toxic Workplace Culture

- Low Employee Morale
- Excessive Stress
- Role Confusion
- High Turnover Rates
- Office Gossip
- Lack of Trust
- No Work-Life Boundary
- Gaslighting
- Lack of Career Support
- Sick Guilt
- Toxic Competition
- Lack of Accountability
- Discrimination



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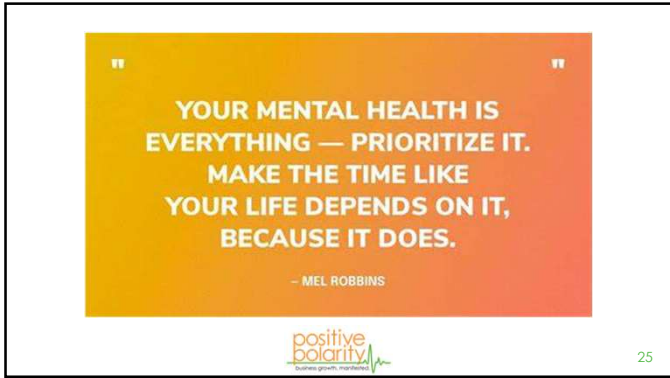
10 Ways to Create a Good Work Culture

- Define and Communicate Core Values
- Lead by Example
- Foster Open Communication
- Encourage collaboration and teamwork
- Recognize and Appreciate Employees
- Promote Work-Life Balance
- Provide Growth Opportunities
- Embrace Diversity and Inclusion
- Empower and Delegate
- Continuously Seek Feedback and Improvement



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Do any of these define your team?

"It's called 'teamwork' but most of the time it's everyone sitting around until one man does all the work."

"We're going to turn this team around 360 degrees."

"On this team, we're all united in a common goal: to keep my job."

"A team effort is a lot of people doing what I say."

"A meeting is an event where minutes are taken and hours are wasted."

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TEAMWORK

"It is amazing what you can accomplish if you do not care who gets the credit."
- Harry Truman

"Alone we can do so little; together we can do so much."
- Helen Keller

"If everyone is moving forward together, then success takes care of itself."
- Henry Ford

"Talent wins games, but teamwork and intelligence win championships."
- Michael Jordan

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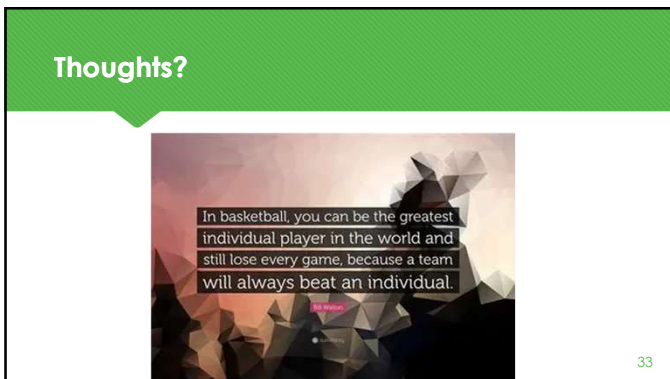
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When you think of "coaching" who comes to mind?

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Consider John Wooden!

HEAD COACH OF UCLA – MEN'S COLLEGE BASKETBALL TEAM

WON 10 NATIONAL CHAMPIONSHIPS IN 12 YEARS, WON 7 IN A ROW

88 GAME WINNING STREAK

664-162 (.804)

CREATED 77 PROS AND 3 HALL OF FAMERS

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TRUE LEADERS
DON'T CREATE
FOLLOWERS.
THEY CREATE
MORE LEADERS



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HOW TO COACH POTENTIAL IN OTHERS?

BELIEVE IN THEM	SHARE YOURSELF
ENCOURAGE THEM	CHALLENGE THEM
EXPECT A LOT	ACKNOWLEDGE THEM
TELL THE TRUTH	SPEND TIME WITH THEM
BE A ROLE MODEL	ASK GOOD QUESTIONS



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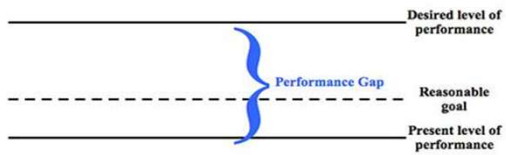
BUT DOES IT PAY?

A STUDY CONDUCTED BY BERSIN & ASSOCIATES SHOWED THAT ORGANIZATIONS WITH LEADERS WHO COACH EFFECTIVELY AND FREQUENTLY, IMPROVE THEIR BUSINESS RESULTS BY 21 % AS COMPARED TO THOSE WHO NEVER COACH.



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Coach the gap!



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The 5 C's of Leadership



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When you think of the word "conflict" what other words come to mind?



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Definition Of Conflict

*Simply Put
Conflict Is Two Or More
Differing Points Of View*



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How bad is it in the workplace?



- 85%** of employees deal with conflict on some level
- 29%** deal with it almost constantly
- 49%** of conflict is a result of personality clashes



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How bad is it in the workplace?

34% of conflict is caused by stress in the workplace
33% of conflict is caused by heavy workload
60% of US employees have never received basic conflict management – when they do,
95% report that it helped them to positively navigate conflicts...



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Importance of Attitude...

Whenever you're in conflict with someone, there is one factor that can make the difference between **damaging** your relationship and **deepening** it. That factor is attitude.

-William James



Attitude?
What Attitude?



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Two Types of Conflict



Destructive Conflict

- ▶ Inflexible
- ▶ Manipulation
- ▶ Power Play
- ▶ Attacking others
- ▶ Threats

Constructive Conflict

- ▶ Don't agree
- ▶ Equality
- ▶ Relationship remains intact
- ▶ Productive
- ▶ Mutually shared decisions



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What is more important?



Relationship or Outcome?



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Final Thought...

Peace is not absence of conflict it is the ability to handle conflict by peaceful means.
Ronald Reagan



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Leadership is not about titles, positions or flowcharts. It is about one life influencing another.

John C. Maxwell



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5 C'S OF LEADERSHIP
LAWRENCE W. HANCOCK, PH.D.

COMMUNICATION
Effective communication is the cornerstone of all leadership development. Which's the value of an exceptional leader? If they can't effectively share their message, their leadership will be less than 10%.

- Communicate to help build trust and credibility
- Communicate to help build trust and credibility
- Communicate to help build trust and credibility
- Communicate to help build trust and credibility

COACHING
A leader's role is to coach and develop a superior leadership effectively without the traditional role of a manager.

- Understand and coaching fully
- Establish a coaching relationship with the coachee
- Identify and coach the coachee's leadership skills
- Establish the coaching relationship to coach and to change

CONFLICT RESOLUTION
Conflict is inevitable in the workplace. How you handle it determines the success of your organization in the future.

- Identify the root of conflict in the workplace
- Establish the root of conflict in the workplace
- Identify the root of conflict in the workplace
- Identify the root of conflict in the workplace

COLLABORATION
Building collaboration is a key responsibility of effective leadership in the 21st century. We will see a shift from competition to collaboration.

- Identify the root of conflict in the workplace
- Establish the root of conflict in the workplace
- Identify the root of conflict in the workplace
- Identify the root of conflict in the workplace

CULTURE
A strong corporate culture is the foundation that drives employee engagement, productivity, and overall success. It is the shared values, beliefs, and behaviors that shape the organization's identity and success.

- Identify the root of conflict in the workplace
- Establish the root of conflict in the workplace
- Identify the root of conflict in the workplace
- Identify the root of conflict in the workplace

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- Next Steps:**
1. Email me for the slides: dave@positivepolarity.com
 1. Email me for a discussion about inviting me into your team to teach this bootcamp
 1. Email me to learn more about the Virtual Bootcamp
