**SHOLA RICHARDS**

Founder & CEO, Go Together™ Global
Best-selling Author, *Go Together*
Keynote Speaker, Coach & Consultant

# GO TOGETHER™

BUILD & SUSTAIN WORKPLACE CULTURES
OF JOYFUL PEAK PERFORMANCE.

SHOLA
RICHARDS

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# HI! I AM SHOLA

Over a decade ago, I was drowning in the despondency of yet another workday. My success as the top regional performer had been numbed by a culture of incessant workplace bullying. And, I'd recently made the situation worse by filing a formal complaint. In short, I was collateral damage in a company without the process or intention to address my experience.

Exhausted from the drama, with an unrecognizable version of myself at the wheel, I intentionally swerved off the interstate in an attempt to take my own life. But in that half-second, my reflexes responded, and I yanked the wheel away from disaster. As I clipped the guardrail on I 405, ***something changed...***

## I UNCOVERED A POWER WITHIN MYSELF

...a burning desire to reverse a trend that happens daily to sixty-five million people in this country alone. This catalyst has since become Go Together™ Movement - a transformational roadmap of mindset, behaviors, and tools that transform workplace cultures and drive results.

CBS THIS MORNING · Forbes · TODAY · BLACK ENTERPRISE · Parents · BUSINESS INSIDER AUSTRALIA · COMPLETE WELLBEING

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*"Today, more than ever, we need to find our way back to kindness, respect, and civility. Shola Richards is by far among the top motivational speakers I have worked with (or heard) in a 25+ year career in media and marketing. He's entertaining, relatable and genuine. His skills, attitude, and message will pay tangible dividends to your team or event...and leave every participant personally motivated and engaged to do (and be) better."*

**CAROLINE JANIK-WONG | Director of Communications & Custom Content at Southern California News Group**

# DO YOU HAVE A CULTURE...

**where leaders intentionally adopt beliefs and systems...**
**that inspire and empower your people to do their best work so...**
**your organization can deliver exceptional results consistently?**

Through a transformational roadmap of mindset, behaviors, and tools, Shola helps you to build and sustain ***compassionate and competent workplace cultures*** where peak performance, engagement, and satisfaction are the new norm.

## LEVERAGING MY PERSONAL EXPERIENCE AND THE GO TOGETHER™ FRAMEWORK

I help organizations build compassion, competence, and accountability in the workplace. As a result, sustainable and joyful peak productivity, engagement, and satisfaction become the new norm.

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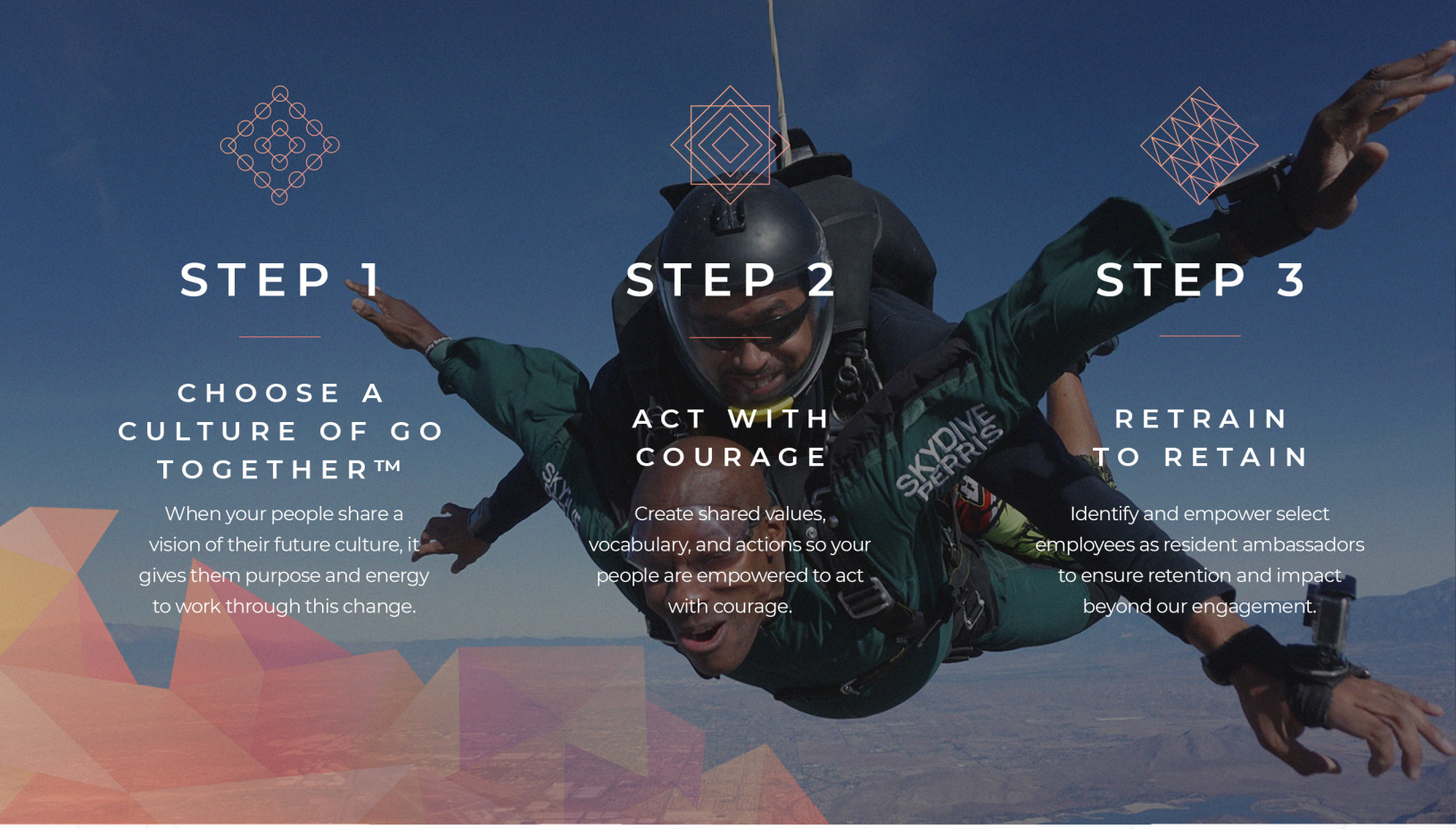

## STEP 1

### CHOOSE A CULTURE OF GO TOGETHER™

When your people share a vision of their future culture, it gives them purpose and energy to work through this change.

## STEP 2

### ACT WITH COURAGE

Create shared values, vocabulary, and actions so your people are empowered to act with courage.

## STEP 3

### RETRAIN TO RETAIN

Identify and empower select employees as resident ambassadors to ensure retention and impact beyond our engagement.

# WHAT HAPPENS WHEN WE GO TOGETHER™?

### Creation of Actionable Team Norms

When team members are clear about how they should treat each other and communicate with each other, it creates a shared understanding that allows everyone to do their best work.

### Increased Speed in Addressing Toxic Behaviors

When concerns are addressed respectfully and quickly, it builds trust, strengthens comradery, and accelerates behavior change.

### A Culture of Collective Accountability

When peers hold peers accountable, leaders hold their staff accountable and when staff holds leaders accountable, it creates an environment of equity where everyone's voice can be heard and respected.

### Improved Results Throughout the Organization

When teams remove the interpersonal barriers that undermine team performance, customer service improves employee engagement rises and overall profitability increases.

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SHOLA RICHARDS

IN-PERSON VIRTUAL

KEYNOTE 1

# THE COURAGE TO GO TOGETHER™

## THREE QUESTIONS TO CHANGE HOW YOU WORK, LIVE AND LEAD

In his inspiring flagship keynote, Shola will introduce the transformative concept of Ubuntu (pronounced, "oo-BOON-too") which translates to "I am, because we are." The Ubuntu philosophy, along with three powerful questions, will provide the audience with actionable strategies to transform their work culture, amplify team civility, and inspire themselves and others to consistently bring their best to their work.

**This keynote is ideal for individual contributors, leaders, and teams who are:**

- Searching for proven strategies to strengthen team cohesion and togetherness (despite these deeply divisive and polarized times) in order to maintain a healthy workplace culture and optimal business results.
- Struggling to keep themselves engaged, energized, and positive when managing the nonstop challenges and complexities of life (both inside and outside of the workplace).
- Feeling as if they do not have the influence, professional title, or education to make meaningful positive change in their organization.

**The audience will leave with:**

- The three key questions that they need to ask themselves to increase the likelihood of civil, engaged, and productive work culture.
- The answers to the most common objections to beginning the important (and challenging) work of positively transforming their work culture.
- The self-awareness to become mindful of how their words, actions, and behaviors affect others.

KEYNOTE 2

# UNSTOPPABLE RESILIENCE™

## THE KEYS TO STAYING STRONG DURING ANY CHALLENGE

This is a uniquely difficult time for leaders and staff in workplaces all over America. We have been dealing with the effects of battling a deadly pandemic for well over a year (and still going), there are deep divisions that have been exposed within our country, parents are being asked to balance working and homeschooling their kids simultaneously, employees are feeling increased anxiety as they return to on-site work, and according to recent studies, Americans are the unhappiest they have been in the past 50 years. Needless to say, navigating all of the aforementioned challenges can have a significant impact on one's overall resilience and mental health. The ***Unstoppable Resilience™*** keynote provides the audience with the highly-practical strategies to build unshakable strength within themselves and within their teams.

**This keynote is ideal for individual contributors, leaders, and teams who are:**

- Feeling overwhelmed with the multiple competing priorities (both at work and at home) that are draining them mentally and emotionally.
- Experiencing heightened stress levels as they manage the seemingly nonstop onslaught of incoming unpleasant news happening in the world around them, the anxieties of returning back to on-site work, and the challenges of adjusting to life in the "new normal."
- Unsure of how to support their colleagues who may be struggling.

**The audience will leave with:**

- The keys to creating a resilient mindset, regardless of the circumstances.
- The strategy to apply the aforementioned keys to any challenge that the attendees are currently facing (professionally, personally, or otherwise).
- Three personalized commitments that the attendees will use to build their resilience, and a strategy to stay accountable to their new commitments.

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KEYNOTE 3

# COURAGEOUS CIVILITY™

## CREATING A CULTURE OF EQUITY, DIVERSITY AND BELONGING

Creating and sustaining a culture of equity, diversity and belonging can be challenging and exhausting work. Not only does it require the willingness to actively work against inequities, bias and discrimination in the workplace, but equally as important, it requires the courage to actively take part in uncomfortable (but, necessary) discussions. The highly-engaging ***Courageous Civility™*** keynote provides the audience with the key tools, strategies, and information necessary to engage in this important work, while also ensuring that the commitment to this work remains long after the keynote ends.

**This keynote is ideal for individual contributors, leaders, and teams who are:**

- Ready to create a culture of equity, diversity and belonging, but don't know where to begin.
- Concerned about the current civil unrest, and its impact on BIPOC's (Black, Indigenous, and People of Color) mental health, safety and overall well-being.
- Unaware of how to effectively engage in difficult conversations with colleagues and others about race, bias and inequities.

**The audience will leave with:**

- The discovery of the history of systemic racism and its impact on the modern-day workplace.
- Strategies to recognize bias, prejudice, and/or microaggressions in the workplace, and how to address it immediately.
- The education and the inspiration to stay committed to the ongoing work of equity, diversity and belonging.

*Shola is one of the most engaging, inspiring, and authentic speakers that I have ever encountered. He illuminates any space with his warmth, kindness, and personal narratives. His stories are filled with wisdom, laughter, and the ability to bring out the best in people.*

CAROLINE JANIK-WONG | Director of Advising and Professional Development

Microsoft GAP SHADOW Genentech A Member of the Roche Group atd Association for Talent Development SHRM CalGovHR

UCLA Health St. Jude Children's Research Hospital MPI Berkeley University of California MEALS ON WHEELS AMERICA KAISER PERMANENTE

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IN-PERSON VIRTUAL

CONSULTING

# HOW WE WORK WITH YOU

## A ROADMAP TO JOYFUL & SUSTAINABLE PEAK PRODUCTIVITY THAT DRIVES RESULTS

### 1 Quantify Your Present Culture

Full-day guided assessment with key stakeholders and sponsors across different levels of your organization to quantify the current ***Go Together™*** scores of your organization. This interactive exercise will give your team a detailed and clear view of your culture - where you are excelling today, and where we need to grow.

**Tools:**
*Go Together Assessment™*

### 2 Visualize Your New Culture

Three half-day workshops with collaborative cohorts of leaders and frontline teams to clearly define the work environment that you want to create. with this future state in mind, we create actionable team norms around respect, civility, and communication that will serve as the foundation of your new work culture.

**Tools:**
*The Go Together Masterplan™*

### 3 Put Your Culture to Work

A full-day ***Go Together™*** workshop to ensure your leaders and frontline employees have the shared knowledge, skills, and abilities to effectively do the following:

- Provide real-time feedback to others.
- Coach others who may be struggling professionally or interpersonally.
- Respectfully hold others accountable to the agreed-upon cultural norms and behaviors.
- Navigate highly-emotional topics, such as racism and inequality.

**Tools:**
*Go Together™ Training*
*S.M.I.L.E.™ Feedback Model*

### 4 Visualize Your New Culture

A two-day process to identify, train, and empower select leaders and frontline employees as ***Go Together™*** Ambassadors. We work closely with this select group of change agents to ensure that they have the framework, skills, and abilities to lead and guide your people through acts of Courageous Civility beyond the duration of our immediate engagement.

**Tools:**
*Go Together™ Ambassadors-in-Training workshop*

### 5 Embrace the Continuum

***Go Together™*** is a cultural movement that goes beyond feeling good about showing up at work today. To ensure lasting change, we recommend quarterly half-day re-assessments to measure how close you are to your target culture, celebrate wins, and address gaps and opportunities proactively.

**Tools:**
*Go Together™ Assessment*

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IN-PERSON VIRTUAL

# COACHING

"IF YOU CHANGE THE WAY YOU LOOK AT THINGS, THE THINGS YOU LOOK AT CHANGE."

—WAYNE DYER

Operating below our conscious awareness, attitudes and stereotypes impact how we perceive ourselves and others at our workplaces. These implicit biases hinder workplace civility, performance, and innovation.

## 1 OUR APPROACH

Are you passionate about workplace civility? Do you want to leave the world better than you found it and create a positive impact for you and for others? Are you open to being vulnerable and examining some of the long-held beliefs that may not be serving you? Most importantly, do you have a bias toward kindness, hard work, and teamwork?

**The objectives are for our time together are simple:**

- Push you past your comfort zone to maximize your results, and re-examine what is possible for you.
- Gain crystal clarity on the main goals that will positively impact your life in the next 6-12 months.
- Provide rock-solid emotional support (and some tough love) to help you push past and breakthrough any barriers that may be limiting your success.
- Create accountability and measurable action plans for any goals that are important to you.

## 2 TARGET GROWTH AREAS

**We work with leaders and teams who are looking to:**

- Dismantle toxic cultures and amplify workplace civility.
- Create an anti-racist workplace, but don't know where to begin.
- Nurture sustainable resilience in the face of fast-paced everyday adversity.

## 3 HOW WE WORK TOGETHER

Once established, a typical executive coaching engagement is about 6 months in duration, but can be anywhere from 3-12 months, depending on the situation. The greater the change that is needed, the more coaching is required.

**Our process includes:**

- Intake and assessment
- Goal setting
- Ongoing coaching and skill development
- Measurement of results

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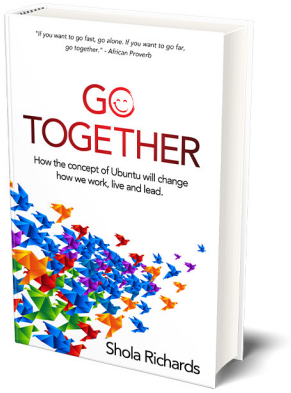
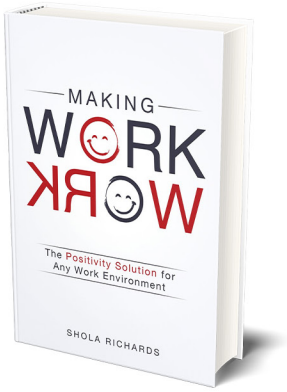



## GO TOGETHER

### How the Concept of Ubuntu Will Change How You Live, Work and Lead

The illusion that we are separate from each other, more different than similar, is eroding our ability to work, live, and lead effectively. What if we all focused on the powerful idea of ubuntu instead? This transcendent African philosophy embraces the belief that we are universally connected to each other—and Shola Richards suggests it could transform the way we treat others, making us kinder and more respectful to others, on and off the job. Without ubuntu, he argues, we cannot truly live a productive and satisfying life. Go Together is a thought-provoking read that could change our own behavior . . . and the world around us.




## MAKING WORK WORK

### The Positivity Solution for Any Work Environment

Shola Richards had reached the end of the road: after nearly two years at a soul-sucking job, he felt numb and suicidal. So he quit and devoted himself to nothing less than transforming the workplace, turning it into a space of respect, courtesy, and endless energy. Making Work Work focuses on inspiring current and future leaders to start a movement that will banish on-the-job bullying, put meaning back into work, and enhance coworkers' happiness and engagement. Richards, whose popular blog has a worldwide following, explains why inaction is insane, why we must move forward with positivity, and why the "abc" employees (read on to find out what "abc" stands for) are so destructive. This motivational guide will stay in readers' hearts and minds long after they finish reading it.

BOTH BOOKS AVAILABLE ON: amazon BARNES&NOBLE INDIE BOUND Bookshop

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VoyageLA
Los Angeles' Most Inspiring Stories—Meet Shola Richards

Forbes
What Workers Crave More Than Money

TODAY
Dad Explains in Viral Post Why He Won't Walk Alone