**WORKPLACE SPEECH**

**FOR**

**LARRY GOLDSMITH**

Hello everyone! I want to thank all of you for being here and for taking valuable time from your busy schedules to listen to some thoughts about work.... yes... just when you thought you might have a breather from the day to day routine.... here we go again... more work talk! (**Wait for the laugh**). Just when we start thinking we'd like to be **any** place **BUT** in a work atmosphere.... here we go **AGAIN**!!! I just want to point out a bright spot in meeting here in this room.... at least we're not locked on a boat on a "cruise to nowhere" talking about work... (**Wait for the laugh**) But don't blame **ME** for this one... no... I'd like to blame ... I mean **thank** my dear college friend, Nikki Owens for inviting me here today to speak with you. Yes, Nikki and I go way back.... to the time before we really knew that **WORK** was a four letter word!! (**Wait for the laugh**).

The comedian Edgar Bergen once said, "Hard work never killed anybody, but why take a chance?" (**Wait for the laugh**). Come to think of it, he had a point, but let's remember that Mr. Bergen was also a ventriloquist... he was used to speaking with and for **dummies**...clearly that is something we do not share today... from what I've heard, this group is smart, on the ball, and with it. I'm also hoping that you're friendly, patient, and willing to partner with me to explore great ways to discover the path to effective team building, cooperation, enthusiasm, and success for all. I've heard it be said, "Let's elevate the conversation," and my goal with you is to "elevate through our discourse."

There are as many strategies and philosophies about team building and effective collaboration in the workplace as there are workplaces and employees. Every company gets caught up in their own unique procedures and jargon, so much so, in fact, that it can result in a sense of taking the work and its purpose for granted. The chain of command and communication gets enmeshed in abbreviations and shorthand.... "Take the BOM and place it in the PFD... But make sure the LDP isn't too saturated with the CMT..." **WHAT**?!?!? (**Wait for the laugh**). Is **THAT** a way to connect? Do we understand what we're doing and saying? Do we even know how to speak to one another anymore? Have we lost sight of the reason why we work? Is the purpose of going to an office for more than half of our waking lives just to make widgets, push papers, and get direct deposit.... and hopefully some benefits? Are we conscious and aware of the deeply important contribution we make, and do we know the power we yield and how much stronger that power is as part of a functioning and effective team? Let's check...

Life and work have grown more and more competitive and stressful over the past several years. With increased connectivity and the potential and **real** ability to be in contact with our workloads almost perpetually, work/life balance has shifted. We walk around with our lives and our work, literally **in our hands** 24/7. We better love what we do because there's no escaping the involvement the contemporary employee has with his or her work... and we need to find ways to appreciate and respect the partnerships we have around us... at all levels.

Of course we all know that **NO ONE** is irreplaceable. For every person holding a job, there are dozens of potential candidates willing to get the job done faster, cheaper, and with more enthusiasm... or so they think... it's time for all of us to examine our relationship to each other, to the job that has to get done, and to the companies for which we work, and really understand the dynamic, the mission and the purpose of both the responsibilities we have as individuals and as parts of the whole entity. Studies on workplace understanding, communication and collaboration have shown that communication and relationship are the keys to a company's effectiveness and success. An organization called Clear Company makes several points about the importance of teamwork:

* In one survey, 39% of employees expressed the view that their organization did not collaborate enough
* 75% regarded teamwork and collaboration as very important.
* 49% of millennials support the use of social tools as essential to workplace collaboration.

On the other hand, other studies have shown that "staff morale **plummets** when communication is ambiguous, unfocused, lacking in important details, and does not allow for a genuine two-way dialogue."

Okay. Cool. **NOW WHAT?** (**Wait for the laugh**). What these brief bits of information tell us is that everyone in the company, from the top down, has a unique point of view. **EVERYONE** deserves to be heard..... maybe all input is not heeded, but everyone deserves to be heard... open channels of dialogue, collaboration and encouragement are essential, especially when a company is fortunate enough to have a diverse employee base... and by diverse I mean all levels of experience are represented... and even though it is non-negotiable to show appropriate respect for those with more experience, tenure, and responsibilities, the fresh eye and observation of a newer or younger employee- one not as "adapted" to the standard routine is as valuable and pertinent as the viewpoint of a seasoned professional... what is required of both is **respect and consideration**. No one can afford to take the work or the company's mission for granted. I believe that it's essential that every employee understand that as part of a team, there is implicit accountability and ownership, not only of one's specific job, but of the overall success and effectiveness of the company.

I think acknowledgement is key, but should not be expected. Sometimes it's difficult for us to perpetually hammer away at a task or a project with little to no encouragement. Please keep in mind ... Why do you think it's called **WORK**?" (**Wait for the laugh**).... you're not there to be complimented... you're working to get a job done... at the same time, I would like to invite you to consider this...are **YOU** recognizing worthiness and achievement in the actions of your co-workers? So often we wonder why we don't receive... but do we **give** praise when the opportunity presents itself? Kind gestures of recognition go a long way to reinforce teamwork. Consideration goes an even longer way to sharpen your powers of observation, respect, and appreciation.

Entrepreneurial spirit and a sense of ownership in a job.... **ANY JOB**... is the key to success in the business climate in which we find ourselves. Almost fifty years ago Andy Warhol might have said, "In the future everyone will be famous for fifteen minutes." Well... he kind of got **THAT** right... actually, in the future that is **now**, everyone has become his or her own "brand," and while that implies individuality, and the condition of working in a vacuum, that is not the case. More than ever there must be brand collaboration.... between a company and its staff and especially between individuals within a company or network. Vince Lombardi, the great football coach said, "Individual commitment to a group effort-that is what makes a team work, a company work, a society work, a civilization work." It's also been said, "None of us is as smart as **ALL** of us."

I would like to think that the impact from this session is one of positivity. Perhaps you've had a glimpse and thoughts of what it might be like to look at your job and your relationship to your work and colleagues in a different light. I knew someone that had a simple rule and that is, if something doesn't work, try something different. It **NEVER** hurts to stir the molecules and to find new perspectives to resolve old issues. There are "golden rules" in business just as there are in life. In the workplace we learn to respect those in authority and "pay our dues." There's a reason for that.... it gives us a foundation and a reference point on which to build our careers and our futures. I'm concerned that younger people in the business world may not understand the necessity of building a foundation. On the other hand, I am also concerned that seasoned pros may not have the ease of use and understanding of new technology and terms to navigate this new world in which we live... and believe me... this environment is changing **RAPIDLY**. A wise man once said, "Adapt or **die**." Let me remind you... if you all choose the latter... there goes the company!! (**Wait for the laugh**) So I truly believe it is in everyone's best interests to adapt, communicate, learn from, and support one another.

We that are part of an organization are part of a team. That's great... unless of course we consider the 1962 New York Mets....you don't want to know about **THAT** team... (**Wait for the laugh**) but even **THEY** improved and eventually the World Series... all it took was great leadership, determination, lots of practice and tons of communication and respect, all capabilities that each one of you possesses right now. This is an exciting time for all of you here at \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_. Your potential for increased effectiveness and unprecedented success and satisfaction is within your reach. Communicate, work together, and respect and acknowledge one another as you explore understanding and enthusiasm for your work and this company, and you will be unstoppable!! I look forward to hearing great things!! Thank you all !!