



joeh allan
DYKSTRA

The Future Of Work Is **Human Energy™**

How To Navigate A.I.-Level Change Via The Power Of Human Energy™

The unrelenting pace of change can make us feel constantly behind and unable to innovate. Emerging generations have different work expectations, hybrid teams are here to stay, and A.I. is eating the world. How do we stay creative, healthy, and productive in this kind of reality?

The answer is hidden in plain sight, in the humans right in front of you. Navigating change in today's world is all about optimizing work for Human Energy™ — we must tap into it, leverage it, and organize for it.

In this inspiring and entertaining keynote, global Human Energy™ expert Josh Allan Dykstra will take you on a thrilling journey from the past to the future to unlock fresh insights that will help you and your team navigate change with less stress, more resilience, boosted energy, and increased effectiveness.

YOUR **AUDIENCE** WILL LEAVE WITH:

- ➔ A clear understanding of what Human Energy™ is all about, how it impacts everything in your organization, and why it's the future of work
- ➔ The 3 keys for navigating change with more energy and expanded effortlessness
- ➔ A simple plan for creating astonishing levels of psychological safety with your team — in-person, hybrid, or remote! — in just 10 minutes a week
- ➔ A practical framework to access untapped reserves of intrinsic motivation across your entire organization; organically reduce burnout, increase engagement, and maximize productivity via flow states



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Forget Company Culture — Fix Your Operating System Instead

The pressure to create great “company culture” can feel overwhelming. We know our culture needs to be top notch to attract the best talent, retain key players, and generate innovative ideas. But do we actually know what to **do** to make our culture amazing?

Instead of focusing on “culture,” leaders of the most amazing work environments focus on something else entirely — their work operating system (OS). And the very best focus on creating an Energy-Based Operating System (ebOS), where the entire workplace structure unlocks maximum capacity and energy for every worker, no matter their role or title.

In this fresh and counter-intuitive keynote, global Human Energy™ expert Josh Allan Dykstra shows us how to create the most energizing and rewarding culture imaginable... by not focusing on “culture” at all.

YOUR AUDIENCE WILL LEAVE WITH:

- ➔ The 3 key ingredients required to “upgrade” your work OS, helping attract and retain talent and create breakthrough results
- ➔ A simple exercise any leader or manager can use to begin upgrading their work OS within their sphere of influence, from the team to organizational level
- ➔ The ebOS (Energy-Based Operating System) Canvas — a highly powerful tool for clarifying and upgrading your workplace OS, and organizing it to optimize Human Energy
- ➔ The step-by-step playbook for how Josh’s company #lovework implemented an ebOS



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The 3 Principles of Innovative People Ops In The World Of A.I.

As we step into a new era of business, our people operations are in desperate need of innovation. OpenAI research indicates that around 80% of U.S. workers will see at least part of their job impacted by GPTs. And while nearly 70% of H.R. and business leaders optimistically believe AI could simplify their roles, they also say they lack the necessary skills and knowledge to maximize its potential...!

We are experiencing a people ops crisis, and we must embrace new principles to meet tomorrow's challenges.

In this timely and high-impact keynote, global Human Energy™ expert Josh Allan Dykstra will teach you a simple but revolutionary way to bring a new lens to the way your organization approaches people ops, helping you thrive in uncertainty and ensure powerful relevancy.

YOUR AUDIENCE WILL LEAVE WITH:

- ➔ A powerfully-simple modern framework for creating future-forward people ops, including:
 - ➔ Data: the 3 people data points you actually need to track and measure to unleash maximum sustainable capacity
 - ➔ Autonomy: The 2 simple principles that enable collective autonomy and intrapreneurial spirit across your teams
 - ➔ Oneness: The 3 behaviors leaders and teams practice to create psychological safety and trust that delivers powerful engagement and innovation



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RTO vs WFH! How To Be At Your Best, Wherever Work Happens

At first it was Work From Home: *yay!* Then it was Return To Office: *backlash*. Now, whether we like it or not, we're in a new era: the era of distributed work.

But who among us was truly prepared for this? Who feels confident leading teams they've never seen, with members they've never met? How do we navigate the chaos of decentralized systems to find what we need? What does “team building” even mean in a hybrid or remote world?

In this practical and useful keynote, global Human Energy™ expert Josh Allan Dykstra will arm you with powerful, predictable strategies to unleash the full potential of yourself and your teams, no matter where or how you work. Get ready to transform the way you think about work and leadership in this brave new world!

YOUR **AUDIENCE** WILL LEAVE WITH:

- ➔ A simple way to reallocate the work of your team based on what keeps people focused and energized, whether your team is in person, hybrid, or completely virtual
- ➔ A lightweight, proven model for team leaders and team members to communicate what they need and what they're working on
- ➔ A practical toolkit to ensure alignment and reduce operational friction
- ➔ A scalable step-by-step process that creates cohesive culture and allows for distributed decision making to occur while maintaining culture cohesion



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Why A.I. Is Not The Future

As Artificial Intelligence continues to infiltrate our organizations, it's time for leaders to take a step back and reevaluate. While A.I. will undoubtedly transform many aspects of our work-lives, the future of work we want — and the innovation we need — lies beyond the confines of algorithms and machines.

Contrary to the prevailing narrative, the true future of progress is inherently human. Over-reliance on A.I. will simply exacerbate our current challenges of communication, alignment, and collaboration across the remote and hybrid working environments we are still struggling to navigate effectively.

In this insightful and thought-provoking session, global Human Energy™ expert Josh Allan Dykstra artfully dissects the limitations of A.I. and highlights the irreplaceable qualities of human ingenuity, empathy, and creativity to illuminate a better path for how we can utilize A.I. thoughtfully, powerfully — and safely — for all.

YOUR AUDIENCE WILL LEAVE WITH:

- ➔ An in-depth analysis of A.I.'s capabilities and limitations
- ➔ A clear understanding of why the human element remains crucial in driving meaningful and sustainable change
- ➔ The 3 keys to harness each person's unique strengths to help navigate the complexities of the modern world
- ➔ A simple framework for knowing exactly how and where to incorporate A.I. tools in your team, no matter your team's function or focus