Maximizing A.I. Starts With Optimizing Human Systems

Organizational leaders are facing uncertainty in knowing how to effectively harness A.I., especially in people operations. OpenAI research shows 80% of U.S. jobs will be impacted by GPTs, but 70% of HR and business leaders admit lacking the skills to maximize A.I.'s potential.

Counter-intuitively, the secret to maximizing A.I. isn't actually about tools or technology. It's about optimizing <u>human systems</u>: fostering a culture of experimentation and renewable Human Energy™, which ensures people consistently show up at their best — resilient, energized, and operating in their zone of sustainable peak performance, day in and day out.

In this timely and high-impact keynote, future of work expert Josh Allan Dykstra reveals a simple, revolutionary formula for optimizing your human systems, ensuring your organization can thrive in uncertainty and truly capitalize on the A.I. revolution.

YOUR AUDIENCE WILL LEAVE WITH:

➡ A powerfully-simple modern framework for maximizing your human systems, 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 a truly innovative culture of experimentation and resilience across your teams

➡ Oneness: The 4 behaviors leaders and teams practice to create psychological safety and trust that delivers incredible engagement and innovation

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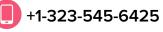# Energizing Change: Transforming Work With Human Energy

In today's chaotic business climate, leaders and teams are grappling with massive uncertainty. A.I. is reshaping industries, return-to-work feels imminent, inflation is squeezing margins, and global instability is forcing unpredictable shifts. It feels like every day brings new volatility, leaving organizations overwhelmed, reactive, and struggling to keep up.

Change is constant… but could there be a way to make it energizing?? Trying to manage this endless turbulence with old strategies won't work. To thrive we must look beyond technology and tap into the most powerful and renewable resource we have: the energy of our people.

In this inspiring and thought-provoking keynote, leadership 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 unrelenting changes with more creativity, resilience, and impact.

YOUR AUDIENCE WILL LEAVE WITH:

➡ The Human Energy Canvas™, a playbook for leading through uncertainty and helping you turn chaos into creative opportunity

➡ 6 practical worksheets containing tools and practices that will energize your team and boost resilience in the midst of constant change and volatility

➡ A powerful strategy to build psychological safety across in-person, hybrid, or remote teams, improving learning agility and innovation

➡ A simple framework to unlock untapped reserves of motivation, naturally reduce burnout, and drive engagement via flow states — leading to increased productivity

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Create the Future You Want To Work In

Forget Company Culture, Fix Your Work 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," great leaders prioritize their work operating system (OS). Just like the OS on a device, our work OS silently guides how teams interact, collaborate, and make decisions — setting the standards for what's possible. And the VERY best leaders focus on making their OS energizing.

In this fresh and counter-intuitive keynote, organizational change 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 to leverage Human Energy™, 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 tech company #lovework implemented an ebOS amidst rapid growth

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