

# Thriving in Teams: *From Overwhelmed to Overjoyed!*

## Keynote Overview

Pulling from decades of study, experience and learnings developing leaders and teams around the world and across multiple industries, Renée knows what makes a great team, what brings out the best in each person, and how to intentionally and easily, connect each person's unique contributions to the organization's aspirations and goals.

In this keynote, Renée will debunk some of the more traditional concepts of what makes a great team, moving beyond the what a team does and how it delivers, into the more intimate experience of what it feels like to be a member of that team.

Renée has defined 5 key attributes that make the experience of teaming both positive and productive. During this keynote or workshop, she explores each and offers practical and sustainable approaches to build up these attributes within any team or culture.

**Psychological safety.** This revolves around feelings of security and trust within a team. The level of risk members feel able to take and whether doing so would leave them feeling insecure or embarrassed.

**Dependability.** Dependability encompasses a team's ability to rely on one another, trust that work will be delivered on time and of high quality.

**Structure & Clarity.** Structure and clarity refers to how clear teams are on their goals, the roles and responsibility of each individual and how these are actioned and executed.

**Meaning of Work.** Teams that succeed are often made up of individuals who are working on something that feels important on a personal level. The work goes beyond just satisfying the company, it has personal value to the individual.

**Impact of Work.** Teams who have a genuine belief in the value of the work they are investing in and that it matters. They also believe they are set up well to achieve it.

## Takeaways & Learnings

- What a great team and great people have in common and how to identify and leverage the unique attributes inherent in each one.
- Build a team that everyone wants to be a part of, contribute to and advocate for.
- Learn sustainable practices to connect the soul of the organization with the soul of each team.
- Teams view their roles and contributions with deeper meaning and resonance, resulting in discretionary effort that benefits everyone without scarifying their own work-life health and balance.
- How to build healthy team cultures that inspire organizational change and commitment enterprise-wide.

## Actions for Attendees to Take

- Find greater personal alignment and meaning between your work, purpose, and the mission of the company. Ultimately, be able to extend that alignment to the people you lead and work with.
- Implement compelling new approaches to team development that increase employee and team performance and the joy they have working together.
- Be inspired to enhance workplace and team culture with fresh and sustainable ideas that signal true change and give teams their best shot at success.

# Renée Dineen



## ***Founder of the Deep Tissue Living Institute, TEDx Speaker, and Co-author of The Art & Truth of Transformation for Women***

Renée Dineen is a best-selling author, TEDx & motivational speaker, and founder of the Deep Tissue Living Institute, a coaching and consulting platform dedicated to doing the deepest work with those who never thought they could. Prior to launching her own practice, Renée spent 20 years in global senior leadership roles in the high tech and biotech industries, including five years working and living overseas in Switzerland.

As an international thought leader playing at the intersection of business, leadership, psychology and well-being, Renée travels around the world coaching and advising leaders and teams how to navigate risk, change and growth while fueling the soul of the organizations and cultures they shape. She has dedicated her career to exploring human nature to understand how we can all live with greater purpose, joy and grace.

Renée has presented on dozens of global stages, been the guest on numerous podcasts and has been featured in high profile media publications such as Fortune, Financial Times, Elephant Journal and Ladders Career Magazine. Most recently Renée coauthored an anthology titled 'The Art & Truth of Transformation for Women' which is an Amazon International Best Seller.

In February 2020, Renée took her own story to the TEDx stage. Her talk titled 'Authentic Inaction™: Undoing the Doing in a Do Crazy World' is an account of her own trials and tribulations as a “doing addict” and workaholic. Her talk has reached over 600K views and supports her mission to revolutionize the way we work, play & relate to one another and our purpose.

Renée holds a Masters Degree in Organizational Psychology. Her coaching approach borrows from numerous coaching accreditations, including the gold-standard International Coaching Federation accreditation.

She lives in Sacramento, California with her husband, Sean, two teenagers and their beloved dog Atlas. As a family, they are fueled by their passion for travel, which includes 50+ countries and counting. Inspired by these experiences, Renée hosts a blog that can be found at [www.travelmomentswithkids.com](http://www.travelmomentswithkids.com).

To learn more about Renée and her work in the world, you can visit her at [www.reneedineen.com](http://www.reneedineen.com), [www.authenticinaction.com](http://www.authenticinaction.com) or on Instagram @reneemdineen.