

Toni Navy
UNLEASHED



**KEYNOTE
SPEAKER**

LIVE AND VIRTUAL
EVENTS, WORKSHOPS
AND KEYNOTE SPEAKING

FUTURE OF WORK

LEADERSHIP KEYNOTES AND WORKSHOPS THAT HELP COMPANIES
LEAD A GLOBAL, MULTI-GENERATIONAL AND HYBRID WORKFORCE

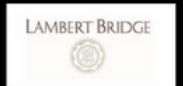
www.ToniNavy.com



Toni's keynotes are energizing and deliver insights that drive **impact** and **action** at every event



HITACHI



NAI Global



CASH EDGE

WD Western Digital

IBM

AMDAHL



Future of Work

Transformational leadership strategies for a global, multi-generational and hybrid workforce



Keynote Topics

Leadership Strategies for Today and Our **FUTURE**

**Customizable keynotes and workshops that transform
how companies navigate in a new paradigm of leadership**

AVAILABLE IN-PERSON OR VIRTUALLY

KEYNOTE ONE

Workforce



FUTURE OF WORK

Trends, Strategies and Transformational Leadership

In a world that's rapidly evolving, understanding how to navigate the new way we work is crucial for business success. This is an era calling for a shift in focus, where your leadership style is dynamic and adaptable. Leaders must go from managing employees to making human connections, rallying teams around a shared vision and creating a company culture where everyone feels valued and empowered. In this session, Toni helps leaders with strategies of how the best organizations are attracting, empowering and retaining their workforce in a global, multicultural and multi-generational workplace.

Key Audience Takeaways

- ✓ Insights on emerging trends that transform how we lead today for the future of our workforce
- ✓ Actionable strategies to recognize and empower your team to make decisions and drive outcomes
- ✓ New framework for making human connections that inspire the human experience (HX) factor
- ✓ Future of leadership paradigm shift

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KEYNOTE TWO



LEADING A MULTI-GENERATIONAL WORKFORCE

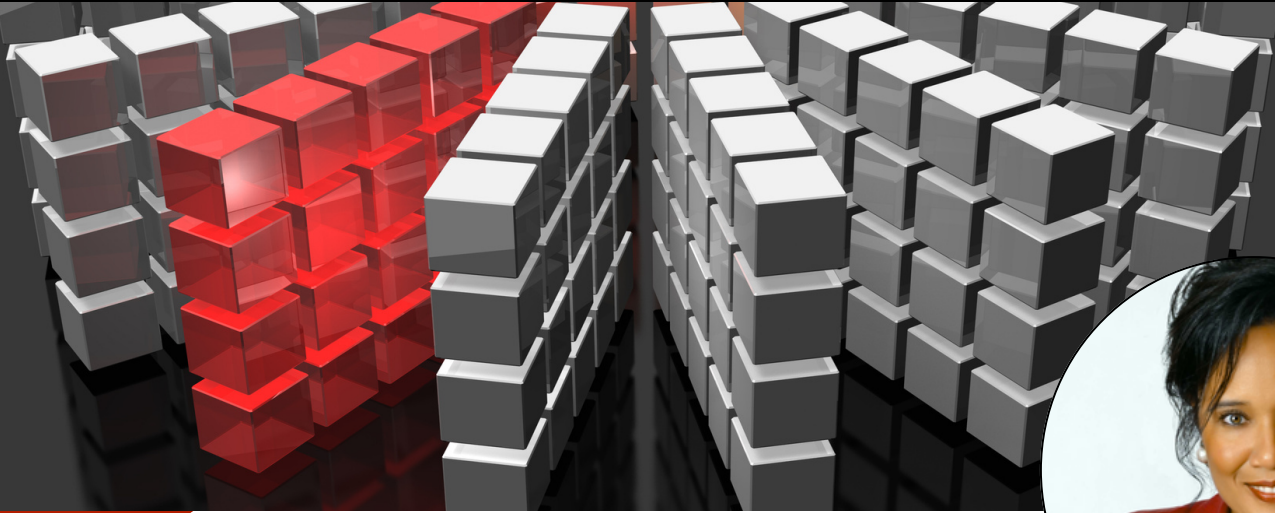
Discover best-in-class strategies for leading across generations. Leaders who can navigate generational differences foster collaboration, innovation and productivity. In this engaging and impactful session, you'll learn how to lead an effective multi-generational workforce within the dynamic of different generational viewpoints, backgrounds and beliefs. Discover how to overcome cross-generational challenges and turn your multi-generational workforce into a competitive advantage. Toni brings market-leading insight to help your organization and leaders close the generational gap and improve communication, teamwork, retention and more.

Key Audience Takeaways

- ✓ Multi-gen tool to understand how to connect with each generation
- ✓ Actionable strategies organizations can immediately implement to navigate and empower cross-gen teams
- ✓ Attracting and engaging talent: Powerful insights to adapt and refine how you find and retain talent
- ✓ What employers want and how to curate the human experience (HX)
- ✓ Impact on company culture and how to adapt



KEYNOTE THREE



EMPOWERING HIGH-PERFORMANCE TEAMS

In a world of rapid transformation, hyper competition, and a labor market tighter than ever, leaders today face the difficult task of not only attracting and retaining great people but enabling those individuals to perform at their highest potential in and across teams. But what sets apart the highly successful, resilient, and agile teams from the rest? Surprisingly, it's not about individual team member's skills, competencies or even potential. The secret to high performance lies in leadership's ability to foster the routines, rituals and habits that unlock connection, trust, belief, standards of excellence, and a compelling vision of the future. In this session, Toni shows leaders how empowering teams involves a blend of leadership, emotional intelligence, resilience and adaptability so you can create a team where high performance thrives.

Key Audience Takeaways

- ✓ Insights on Leadership Dynamic: Identifying the right players and skillset for each position and team
- ✓ War for Talent: Finding, engaging and creating a team dynamic that inspires performance
- ✓ Team Dynamic: Discover how leadership plays a critical role in establishing a team that can connect, collaborate and cultivate a synergy working together
- ✓ High-Performance Blueprint: Elements of building high-performance teams





CREATING A THRIVING **HYBRID** WORKFORCE

Hybrid work is here to stay. Although some companies have embraced the “anywhere, anytime” approach to hybrid work, others prefer employees to come back to the office; but recognize that it’s not likely to happen. As flexible work arrangements gain traction, several trends in virtual working models have emerged to assist in the evolution of the workplace.

To navigate this transition successfully, companies must design hybrid work arrangements with corporate and individual human concerns in mind, moving beyond institutional perspectives. This involves considering four critical dimensions: jobs and tasks, employee preferences, projects and workflows, and inclusion and fairness. Regardless of the hybrid work model you choose, discover how you can effectively attract, engage and still hold employees accountable for achieving results.

Key Audience Takeaways

- ✓ Leading Hybrid Models and best practices that make them work.
- ✓ The AI and innovative tools that can increase performance
- ✓ Simple framework that increases productivity and accountability across hybrid teams
- ✓ Overcoming the top challenges of onsite and remote work

KEYNOTE FIVE

Leading a Global, Multigenerational and Hybrid Workforce



FUTURE OF WORK

SAVVY SUCCESSFUL WOMEN LEAD

Women are poised to shape the future of work. As we envision the workplace of tomorrow, women are at the forefront of the hot topics that are impacting companies worldwide. Businesses with more women in senior leadership positions experience greater productivity, higher profitability and better company performance, according to a new report from Bankwest Cartin Economics Center.

In this powerful talk, Toni shares insights and the latest trends on what women are doing to advance to leadership positions, the competitive advantage for companies and how corporate champions can be instrumental in your success.

Key Audience Takeaways

- ✓ Discover the top trends that will transform how women work and lead
- ✓ Actionable strategies women can use for career advancement sustainability
- ✓ Discover the best mentor or corporate champion that can influence and impact your career most
- ✓ Redefining your authentic leadership style



Customizable Workshops

Transform Your **FUTURE**

Customizable keynotes and workshops that transform how companies navigate in a new paradigm of leadership

AVAILABLE IN-PERSON OR VIRTUALLY

**** ALL LIVE AND VIRTUAL SESSIONS INCLUDE ON-DEMAND ACCESS TO THE VIDEO, RESOURCES AND TOOLS LEADERSHIP TRAINING PLATFORM**



WORKSHOP ONE



MULTI-GENERATIONAL HIRING BLUEPRINT

How Managers Hire Like a Pro



In today's workforce, having talent that spans across multiple generations is a superpower. From Baby Boomers to Gen Z, each generation brings unique skills, perspectives and experiences. This workshop equips you with strategies to attract, assess and retain talent across generations.

Your leaders and teams will learn:

- The five steps in the Multi-Generational Hiring Blueprint that will help you make better hiring decisions right away
- Understand the generations, including myths and shared values
- The elements of inclusive job descriptions and job postings that resonate with all age groups
- Tactics to interview across ages with effective interview questions
- The inclusive hiring strategies and onboarding experiences that excite and engage new hires.

Attendees will experience an immediate shift in their ability to:

- Bridge generational gaps as they select and lead their teams
- More effectively identify and communicate the role and skillsets for a specific position
- Identify interviewing questions that uncover transferable skills
- streamline their hiring process to make it more efficient to recruit and hire candidates
- Deliver a top notch candidate experience

Tools:

Multi-generational Hiring Manager's Blueprint, Understanding the Hiring Across Generations, Interviewing and Onboarding for Success Checklists

**All in-person and virtual sessions include on-demand access to the video, resources and tools training platform

WORKSHOP THREE



Hiring Manager's Interview Playbook



In today's global marketplace, businesses are facing significant challenges in attracting talent and effectively interviewing to hire quality candidates. Companies are already facing a tight labor market and when you add recruiters and hiring managers that lack effective interviewing skills, it results in poor hiring decisions that can be costly to any company.

In this session, Toni delivers the elements of a great interview process, how to effectively conduct interviews and different interview methods you can leverage depending on your business needs. You'll also discover leading strategies for interviewing across generations, cultures, time zones and remote positions with limited in-person interaction.

Hiring Manager's will learn:

- Essential attributes and how to identify high performers
- Use effective interviewing questions and proven methods at various stages of the process
- Interviewing techniques that minimize bias and allows candidates to showcase their skills
- Leading pre-screening and assessment strategies
- To craft interview questions that assess skills, performance and company fit
- To conduct a structured interview and interview debrief to select a quality candidate

Attendees will leave this workshop with:

- Interviewing playbook that outlines the structure, process, method and techniques for successful interviewing
- Ability to create powerful interview questions
- How to avoid making bad hiring decisions or hiring poor performers
- Best predictors of future performance
- Elements to assess and rate a candidates experience and ability beyond a gut feeling
- Insights and best practices for hiring in a multi-dimensional work world
- How to leverage AI to simplify assessing employee performance.

Tools:

Hiring Manager's Interviewing Playbook, Structured Interview Process, Interview Templates, Managing the Candidate Experience Checklist, Candidate Evaluation and Ranking Sheet.

**All in-person and virtual sessions include on-demand access to the video, resources and tools training platform

WORKSHOP TWO



TIME FOR
REVIEW

NextGen Performance Management

Leading trends, insights and strategies to empower and manage employee performance



90 min, 1/2 Day,
Full Day
IN-PERSON
OR VIRTUAL

The way we work is evolving every day and with a multi-generational, multi-cultural and hybrid workforce, leaders are tasked with adopting innovative ways to manage and evaluate performance. In this session, Toni shares a unique framework to evaluate employee performance in a way that sets your team up for success. She shares strategies to simplify the process, empower employee involvement, insights on sharing feedback to manage top and poor performers and how to acknowledge and reward exceptional performance.

Your leaders will learn:

- A new simplified paradigm of the performance management (PM) process
- How to establish employee goals that align with company and team goals and objectives
- Elements of successfully managing employee performance
- Creating a high-performance culture and correcting performance issues
- Delivering ongoing feedback and conducting the review
- Communication strategies from a leadership, employee and across teams

Gain strategies to immediately implement that result in:

- Greater alignment between performance and company goals and purpose
- Increased productivity, employee engagement and improved retention rate
- Helping managers translate actionable insights into employee driven results
- Improved two-way communication between managers and employees and cross-functionally
- Leveraging AI to simplify assessing employee performance

Tools:

Pre/Post assignments, Performance Management Playbook, Performance Evaluation Form, Performance Development Form, The AI Advantage Best Practices

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WORKSHOP FOUR



FUTURE OF WORK

Leading a High-Performing Hybrid Workforce



In today's rapidly changing workforce, artificial intelligence emerges as a powerful catalyst in shaping the future of work. This workshop dives into the intersection of AI and the hybrid workforce; equipping leaders with actionable strategies to navigate this transformative survey. Discover insights, strategies and best practices for choosing a hybrid model, defining work schedules, hybrid office design and how AI is helping our workforce become more efficient overnight.

Your leaders will learn:

- Best practices for running a successful hybrid work model
- 5 Types of Hybrid Work Schedules
- 4 Types of office space design that help you "re-think work"
- AI tools and practical strategies that can be immediately leveraged
- Hybrid performance management best practices

Hybrid Workforce Session Outcomes:

- Increase productivity and employee engagement in office and remote staff.
- Redefine how teams effectively communicate, collaborate and connect in a way that builds trust and increases productivity
- Attract and retain top talent
- Significantly reduce labor time
- Identify AI tools leaders and employers can use to improve productivity right away

Tools:

Best Practices for Leading a Hybrid Workforce, Everything You Need to Know About Hybrid Work Schedules, Top Tech Tools to Help Hybrid Teams Succeed, Hybrid Performance Management Best Practices and Policies

**All in-person and virtual sessions include on-demand access to the video, resources and tools training platform

WORKSHOP FIVE



Global Team Leadership



90-120 MIN,
IN-PERSON
OR VIRTUAL

To succeed in a global economy today; more companies are relying on a geographically dispersed workforce. Businesses are building teams with the best functional expertise from around the world, combined with deep technical and local knowledge of the most promising markets. A global workforce can even be found within a single country where a company has a workforce that works across time zones, geographies, generations and with multicultural backgrounds. In this session, Toni helps leaders tackle some of the most challenging issues of leading a global team. She delivers actionable solutions, the framework, best practices and tools that you can implement to increase global team effectiveness and resilience as we lead our future workforce.

Your leaders will learn:

- 5 Elements of global team dynamics
- Strategies to effectively connect, communicate and collaborate
- Strategies and structure to improve and mitigate challenges with multi-cultural teamwork
- Best practices and principles to lead by example and inspire your teams to take action
- Insights into how global teams successfully work on projects together, across timezones with cultural and language barriers
- Hybrid and global policy examples to customize to your company needs

Attendees will experience an immediate shift in ability to:

- Define a new way to connect your team that inspires and empowers them to work together
- Implement effective team structures to increase engagement and productivity
- Help your team breakdown barriers of trust and build effective working relationships
- Put tools and standards in place to improve productivity and accountability for results

Tools:

Global Teams Solutions Grid, Global Team Leadership Guide, Multinational Team Profile, Global Tech Tools Sheet

**All in-person and virtual sessions include on-demand access to the video, resources and tools training platform

About Toni

SHORT BIO



Toni Navy is a future of work keynote speaker and provides leadership on training to Fortune 500 companies and audiences around the world.

She delivers inspiring messages to leaders to help them lead a global, multi-generational and hybrid workforce.

As a 3x Silicon Valley Fortune 500 leader, she has over 25 years of experience in roles such as VP of Operations, HR Director and Executive Consulting roles at companies like, Apple Computer, Hewlett Packard, Hitachi, and Chapman Properties to name a few. Toni is a sought-after keynote and leadership speaker that has delivered engaging, high-energy and unique insights to audiences including Western Digital, IBM, NAI Global CRE, Chapman Properties & Chapman Construction, Chapman Steel Manufacturing, Kaiser and more.

What makes Toni unique is her ability to deliver exciting data-driven content, entertaining storytelling and practical strategies that audiences can actually implement right away.

As the CEO and founder of TNI Consulting Group, she provides transformation leadership keynote and high-impact leadership training programs.





Why Work With **Toni**

Audiences feel engaged and see the impact of Toni's keynotes and workshops measured in personal growth, productivity and profitability after they make the inspired changes they learn. Her sessions are a game changing experience for everyone, because you can walk away really knowing what to do next.

TOP 5 REASONS TO BOOK TONI FOR YOUR EVENT

- 1** Passionate, Authentic and Inspirational
- 2** Preparation and Data-Driven
- 3** Real-World Experience and Story Telling
- 4** Practical and Actionable Takeaways
- 5** Engaging and Contagious Enthusiasm

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Drop the Mic! Toni Navy is a powerful, energetic, and engaging leadership speaker.

The calls from our managers praising her talk were fantastic! More impactful are the dramatic changes we see in our leadership teams and throughout our organization.

-Timothy Simon, Comcast

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Your **“Future of Work”** message is what every company needs to hear right now...

Not only will you walk out inspired to take action in your company as leaders, but you taught us that we are more resilient than we think. You empowered us to use our gifts we already have and make a few shifts that will create transformational change throughout the business.

**-Roderick Jefferson, CEO
Sales Enablement**