



# Leadership in The New Normal

## The concern is not only about the Great Resignation but also the Great Resentment

In August 2021, 4.3 million Americans quit their jobs across all industries.\* Anthony Klotz, who coined the term “Great Resignation,” argues that the pandemic experiences have motivated workers to evaluate their work situations and leave. What’s worse? Those who stay in role, become bitter, and underperform.

The old way of managing doesn’t work well in the new normal, and managers are unsure how to proceed. Rather than relying on trial-and-error, Gary DePaul explains what managers can do differently to reconnect with their teams and strengthen performance.

### **The new manager’s mindset**

Managers need to learn new ways to connect, support, and engage with their employees.

### **Change your environment**


The new leadership is also about creating the right work environment so people can perform at their best.


### **Think about leadership differently**

Managers need to learn new leadership practices that inspire creativity, innovation, and engagement.

### **Remove limiting beliefs**

To effectively lead, we need to remove limiting beliefs that interfere with leading and plug in the powerful ones!

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\* U.S. Bureau of Labor Statistics

Invite Gary A. DePaul, PhD, to speak to your people about leadership, culture, HR, allyship, or talent development.



## What to Expect

To deliver excellence, Gary DePaul customizes each presentation. He uses a standard process to minimize client efforts and maximize the experience's value.

### Discover

1. Meet with client to clarify the need, budget, delivery method, and expectations.
2. Sign contract (usually client provided).
3. Sign NDA (recommended).
4. Schedule event.

### Develop

Create deliverables and prepare for the experience.

### Analyze

Meet with 2-3 attendees to discuss their needs and expectations. Meetings are virtual. Example: two meetings - one with a director and another with 2-3 managers.

### Deliver

Facilitate the experience with the targeted audience.

### Report

Discuss the design with client. Upon approval, develop the program experience.

### Follow Up

Meet with client to follow up about the experience. Provide any additional support to strengthen the targeted audience's learning transfer.

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**Leadership is not about you  
but other people.**

**It's about creating a work  
environment where people  
can be at their best.**

## About Gary A. DePaul, PhD

### Elevate Your People's Leadership

With more than twenty years of professional experience in talent development and performance improvement, Gary works to help others strengthen their ability to lead. He has led teams at Lowe's, Ceridian, Fidelity Information Services, Johnson Controls, and Arthur Anderson. He completed his PhD and EdM at the University of Illinois at Urbana-Champaign. He received his Bachelor of Science in History and Philosophy from the University of Alabama at Birmingham.

Gary has spoken at organizations such as American Express, Bank of America, Air National Guard 145th Airlift Wing, Froedtert Hospital, Roche Canada, Penn State, Notre Dame, and several associations. He has hosted more than 100 podcasts and delivered more than 100 presentations and workshops.

#### Award-Winning Author

Gary has authored two leadership books and one book about clinical training.

#### Podcast and Radio Show Host

Gary hosts the Unlabeled Leadership podcast and The Leadership Playbook Show on KLCDR Online Talk Radio.

#### Researcher and Adjunct Professor

Gary researches leadership, HR, and talent development. He teaches leadership at the University of North Carolina at Charlotte.

#### Certified Performance Consultant

Gary consults with businesses to strengthen their leadership, management, and leadership development programs. He is a Certified Performance Technologist (CPT).



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