

STEVE LOWISZ

Keynote Speaker & Trainer

CEO & Founder of Qualigence International

Keynote Speaker on Leadership & Team Performance

Leadership Development Guide

SCAN NOW TO BOOK STEVE:



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Steve's Speaking Isn't For Everyone.

If you're looking for another speaker with a dull PowerPoint who will make you feel good about everything you're already doing, then Steve's not your guy. Don't worry, there's plenty of other speakers out there that will fit the bill.

But if you're looking for a speaker to challenge the way you think about leadership and offer a bold new perspective, you're in luck. Steve's not afraid to ruffle a few feathers in order to kickstart positive growth. He's there to give you no BS, actionable insights to unlock your full potential as a leader and make a greater impact at your organization.

If you want an unfiltered, hard-hitting speech on leading your people and unlocking their best performance, you've come to the right place.



**UNLOCK
YOUR FULL
POTENTIAL**

**PEOPLE
PERFORMANCE
PROFITS**



**LEADERSHIP
DEVELOPMENT**



STEVE LOWISZ

About Steve

As a keynote speaker, Steve has spoken at TEDx, corporate events and conferences with action-oriented speeches on leadership and driving team performance. Steve is also the CEO and founder of Qualigence International, a leadership trainer, a recruiting educator and the Amazon best-selling author of *Recruiting Sucks...But it Doesn't Have To!*

With a unique and unconventional delivery style, Steve understands how to connect with everyone from executives and entrepreneurs to human resources and recruiters. As a result, companies including Cisco Systems, Starbucks, Whirlpool, Coca Cola, Miller, Walgreen's and many others have engaged Steve as a speaker to educate, inspire, and uncover the true potential within their teams.



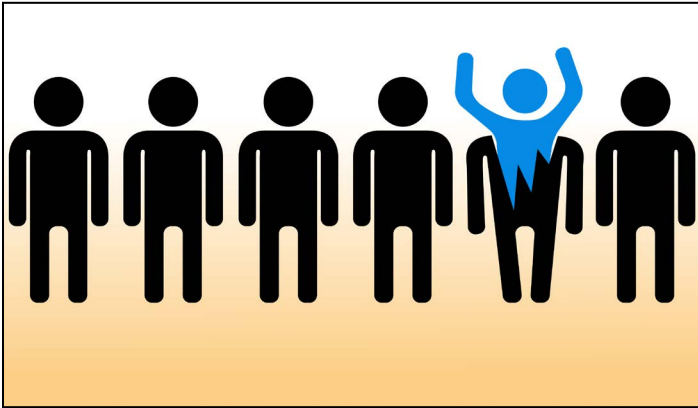
“The only thing standing in between
your business strategy and
your business performance is
your people strategy.”



Steve's Accolades

- Advisory Board for the Management Department at Walsh College
- Michigan Small Business Person of the Year
- Michigan 50 Companies to Watch
- E&Y Entrepreneur of the Year Finalist
- Qualigence Won Best & Brightest Places to Work in the Nation
- Bank Board Member 2003—2008
- Official Member of Forbes HR Council
- Author of the Amazon Best-Selling Book *Recruiting Sucks... But It Doesn't Have To*
- John Maxwell Certified—Executive Level

LEADERSHIP DEVELOPMENT



KEYNOTE • COURSE

EMERGING LEADERS

A crash course in effective leadership for new or less experienced leaders

Your organization needs effective leaders. But learning how to lead others is anything but easy. This course covers the fundamentals every new leader needs to know to build relationships with their teams, earn their team's trust and confidence, and lead the team to success.

Key Takeaways of This Keynote/Course:

- Fundamental leadership principles for inspiring your team to achieve greater results
- How to bring out the best in the people around you
- A guide for communicating tough decisions and navigating hard times



KEYNOTE • COURSE

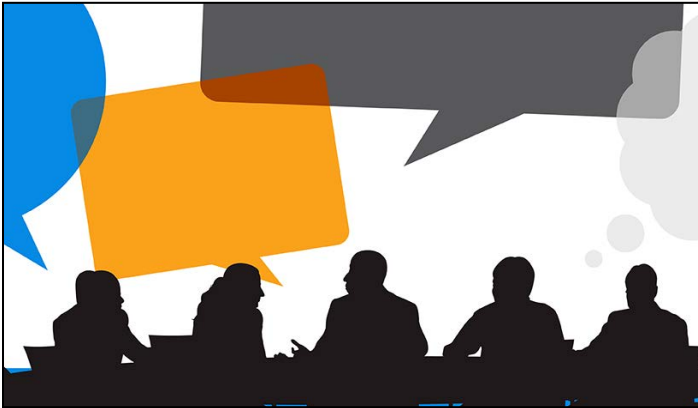
EXPERIENCED LEADERS – LEADING FOR RESULTS

Learn how you can take your leadership impact to the next level

Leadership is a lifelong journey. This program offers lessons you won't find anywhere else on how you can solve critical business challenges by leading differently.

Key Takeaways of This Keynote/Course:

- Learn why true leadership is about influence, not titles or positions
- Understand how you can inspire your team to follow you because they WANT to, not because they HAVE to
- A guide to leveraging your leadership to address key business challenges like turnover, engagement and team performance



KEYNOTE • COURSE

DIFFICULT CONVERSATIONS: Having the Conversations That Matter in a Way That Matters

Learn how to turn team conflict into an opportunity for GROWTH

Most people are taught that conflict is bad. But it's a natural part of working on a team. As a leader, conflict is your opportunity to learn more about your team and drive next-level performance.

Key Takeaways of This Keynote/Course:

- Understand the three primary problems associated with difficult conversations
- Learn how to prepare for each difficult conversation to ensure a positive outcome
- Understand the 3 keys to shifting each difficult conversation to a learning conversation
- Identify and apply the 6 steps to navigating a difficult/learning conversation
- Define what to do after a learning conversation



KEYNOTE

OWNERSHIP: Creating an Environment Where Teams Choose Ownership

Get your teams to take charge, own their decisions, and feel invested in their work and results

One of the biggest challenges leaders face is teams that won't take true ownership over their work and results. We can't force our teams to take ownership, but we can create an environment that inspires them to CHOOSE to take ownership.

Key Takeaways of This Keynote:

- Why you can assign responsibilities and accountability but not ownership
- How to create an environment where teams want to take ownership of their work and results
- The 4 steps that leaders have to take to inspire teams to take true ownership



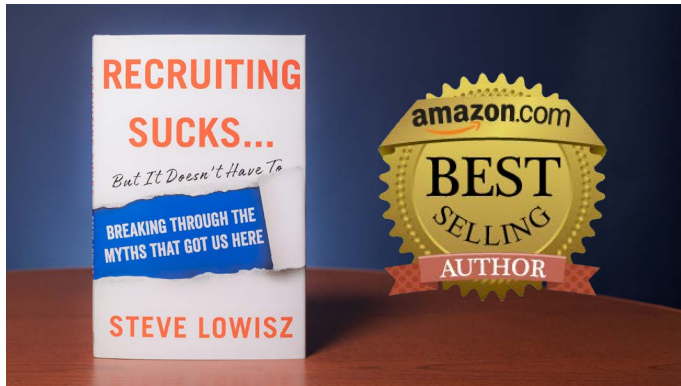
JOHN MAXWELL TEAM

Steve Lowisz is a John Maxwell-certified leadership coach and an executive director of the John Maxwell team. This designates Steve as a top leadership expert and means he's ready to deliver engaging speeches on the John Maxwell leadership method and other topics.

- **The Maxwell Method of Coaching**
- **The Maxwell Method of Leadership**
- **The Maxwell Method of Selling**
- **The Maxwell Method of Speaking**



UNLOCK YOUR HR TEAM'S FULL POTENTIAL



KEYNOTE • COURSE

RECRUITING SUCKS...BUT IT DOESN'T HAVE TO

Understand why recruiting is broken – and how your team can make better hires

“People are our most important asset.” We hear it all the time - because it’s true. Most savvy business leaders understand the tremendous value of having the right people on a team. But the way in which we go about recruiting those people is all screwed up – here’s how we can do better.

Key Takeaways of This Keynote/Course:

- Learn the truth behind pervasive recruiting myths
- Rebuild your recruiting process to get the talent you need in a cost-effective manner
- Leverage insights honed from 20 years of industry experience



KEYNOTE

OWNERSHIP: Creating an Environment Where Teams Choose Ownership

Get your teams to take charge, own their decisions, and feel invested in their work and results

One of the biggest challenges in HR is teams that won’t take true ownership over their work and results. We can’t force our teams to take ownership, but we can create an environment that inspires them to CHOOSE to take ownership.

Key Takeaways of This Keynote/Course:

- Why you can assign responsibilities and accountability but not ownership
- How to create an environment where teams want to take ownership of their work and results
- The 4 steps that HR and leaders must take to inspire teams to take true ownership



KEYNOTE • COURSE

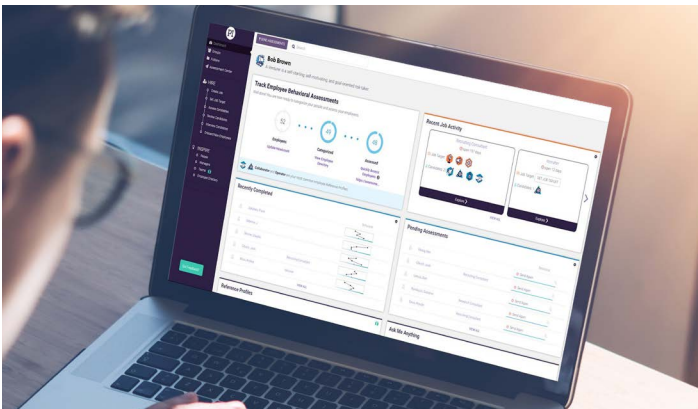
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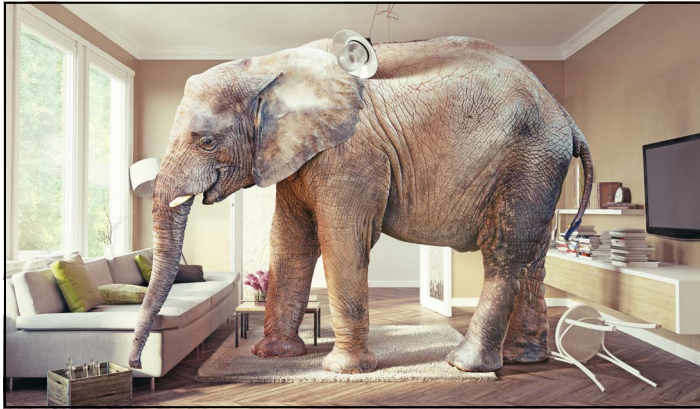
WHY YOUR METRICS DON'T MATTER

Learn how to pick metrics that drive your success in recruiting and HR

Business leaders, CFOs, and the like are measured on specific areas of company performance. So why is it that HR and recruiting metrics are so focused on reporting activity and not results? We need to identify metrics that contribute to business success. Here's how HR and recruiters can define metrics that truly matter.

Key Takeaways of This Keynote/Course:

- Understand why many HR and recruiting metrics are pointless
- Identify metrics that make a real difference to the organization
- Use these metrics to make your recruiting or HR department more effective than ever



KEYNOTE • COURSE

DIVERSITY & INCLUSION: Let's Talk About the Elephant in the Room

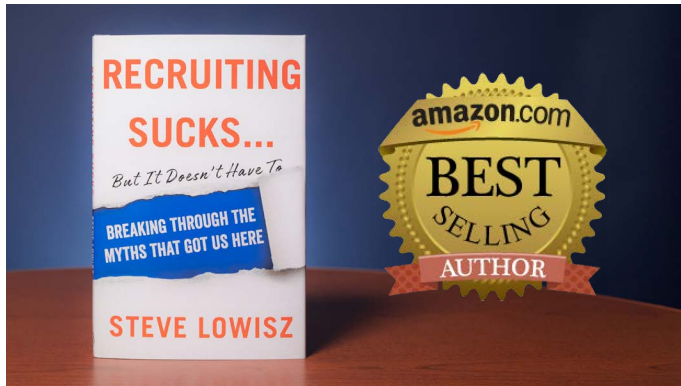
Learn why DEI initiatives fail and how you can do better

Diversity and cultural inclusion directly benefit company performance. Unfortunately, most organizations still don't know how to successfully improve diversity and are afraid to ask the right questions about the issue. Get to the heart of why these initiatives fail and how we can do better.

Key Takeaways of This Keynote/Course:

- Learn what makes a culture of inclusion – and why this is the foundation of any DEI initiative
- Understand how diversity directly supports your unique business objectives
- Get a fresh perspective on the issue from my 17-year old daughter (no kidding)

**UNLOCK YOUR RECRUITING
TEAM'S FULL POTENTIAL**



KEYNOTE • COURSE

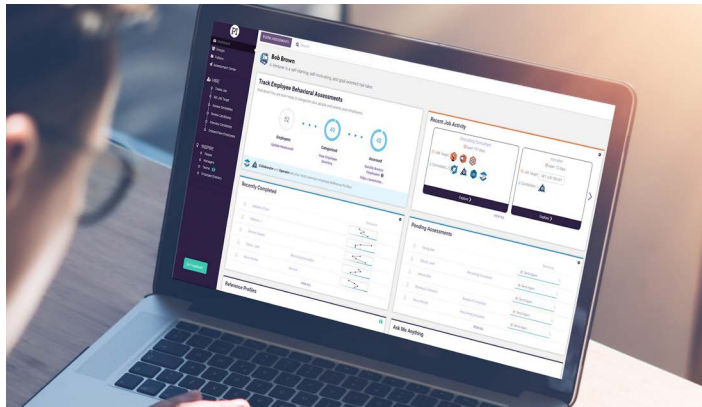
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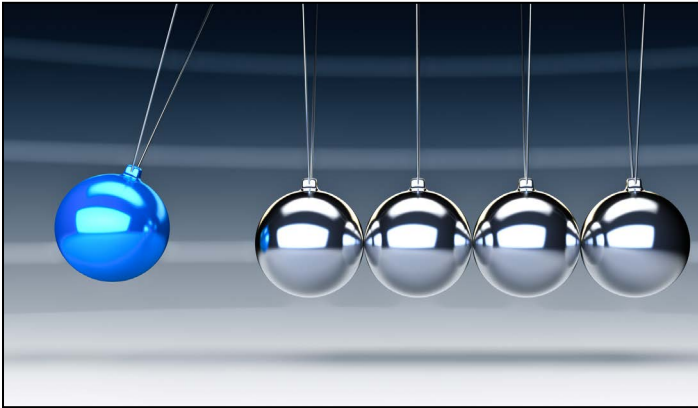
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KEYNOTE

EVERYTHING STARTS WITH WHY – Defining Purpose

People buy emotionally and justify rationally - learn how you can use this to your advantage in recruiting

Talent acquisition teams and HR departments are always asking how to attract top talent. We offer competitive salaries, great benefits, and perks, but all too often we forget to offer a sense of purpose. People want a sense of purpose in the workplace and they want to be a part of something bigger than themselves. Recruiters and HR departments need to let the world know how candidates can make an impact at their organization.

Key Takeaways of This Keynote:

- Learn how to craft job postings that get attention and applications
- Boost talent acquisition and engage with top professionals in any field
- Understand what draws candidates to certain companies in droves



KEYNOTE

FUNNEL HACKING FOR RECRUITERS

Learn how to turn names into candidates and hires with marketing funnels

Recruiters have more information on candidates than ever before through social media, LinkedIn, web scrapers, and other tools like artificial intelligence. But we have to know what great marketers have known for years...how to engage, entice, and get potential candidates to respond. Recruiting has evolved, and we need to adapt to use techniques to nurture candidates and turn them into employees.

Key Takeaways of This Keynote:

- Leverage marketing funnels to drive more candidates to act
- Get the tools needed to develop, implement, and manage effective funnels
- Boost your funnel results with these tips



KEYNOTE

RESULTS-BASED INTERVIEWING/CORE 4™

Learn a proven process for interviewing and selecting candidates for amazing hires

We hire for skill, but almost always fire employees for other reasons. Typically, new employees don't last because of their behavior, like a lack of motivation or a resistance to change. It's time we moved past faulty beliefs like the idea that several years of experience equates to skill or success. Learn how to use Results-Based Interviewing and Core 4 to uncover the true DNA behind your candidates.

Key Takeaways of This Keynote:

- Establish an interview process that accurately and reliably assesses candidates
- Quickly select the best candidate from a pool
- Understand what drives a candidate and predict their success in a role



KEYNOTE

DON'T JUST PUT BUTTS IN SEATS

How recruiters can add more value by thinking bigger and building winning teams

We need to think bigger than filling roles and start building amazing teams. Building teams is about knowing what you need from new employees and what drives each person. Learn how to understand what drives each team member and unlock the discretionary performance needed for success!

Key Takeaways of This Keynote:

- Develop a strategy that goes past filling open requisitions
- Understand what elements make for a great team
- Create teams that deliver next-level performance



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of Every Business and Unlocking Their Best Performance.**



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