

Workplace Belonging Keynote Speaker

The Future of Work is Human Connection.

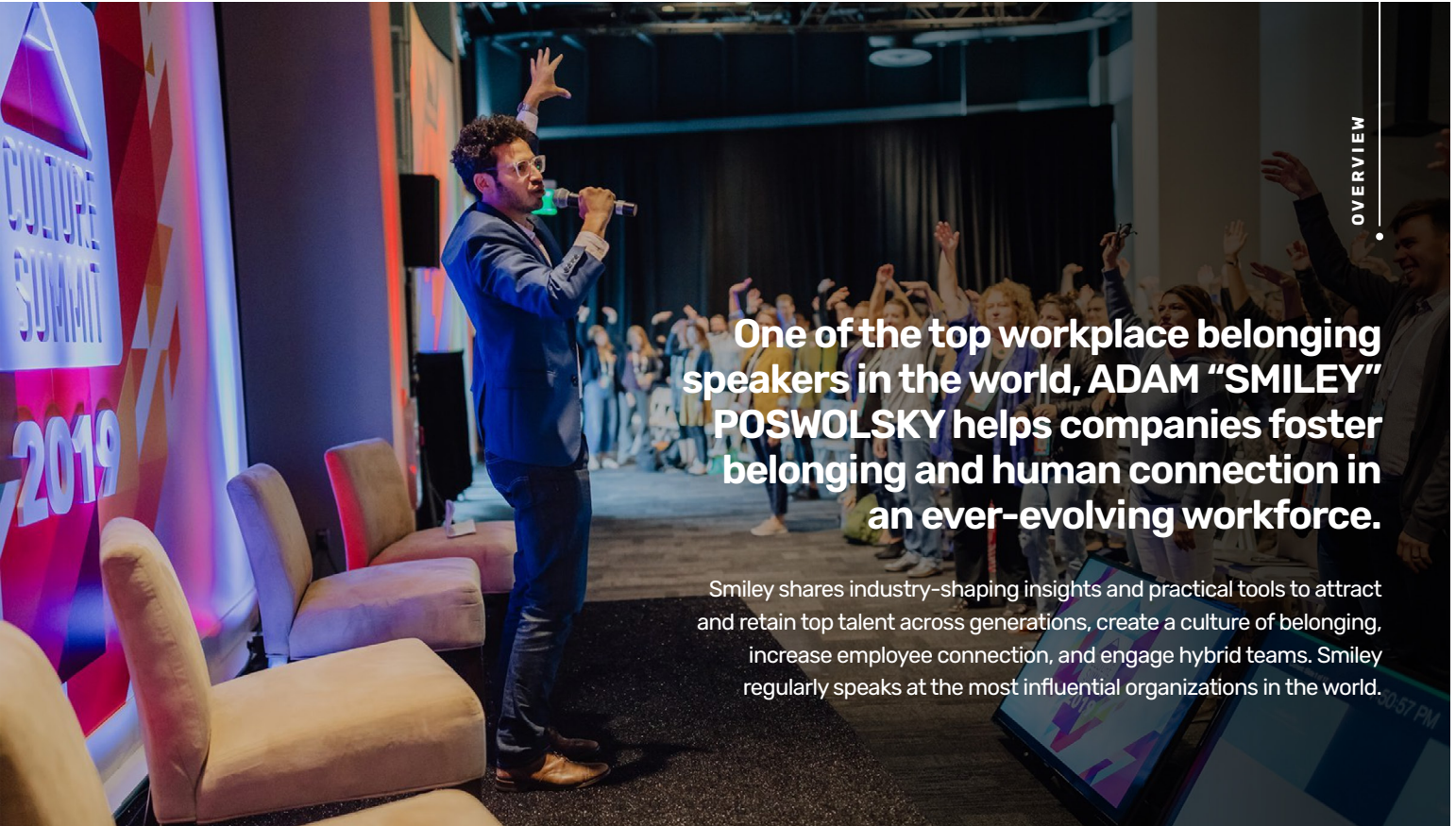
In a lonely, overwhelmed, disengaged workplace, the value of human connection increases exponentially and business is about building belonging for your people. Smiley's keynotes will show you how.

→ BELONGING IS EVERYONE'S JOB ←

Smiley

poswolsky

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One of the top workplace belonging speakers in the world, ADAM "SMILEY" POSWOLSKY helps companies foster belonging and human connection in an ever-evolving workforce.

Smiley shares industry-shaping insights and practical tools to attract and retain top talent across generations, create a culture of belonging, increase employee connection, and engage hybrid teams. Smiley regularly speaks at the most influential organizations in the world.

TED^x
2 Million Views

600
Keynotes Delivered

250K
Audience Members

25
Countries

BIOGRAPHY

Smiley Poswolsky

When companies want to increase workplace belonging, human connection, and team engagement, they call **ADAM "SMILEY" POSWOLSKY**. Smiley is an internationally renowned keynote speaker, workplace belonging expert, and bestselling author of three books that have been translated into multiple languages, including *The Quarter-Life Breakthrough* and *Friendship in the Age of Loneliness*

Smiley shares industry-shaping insights and practical tools to attract and retain top talent across generations, create a culture of belonging, and engage high-performing teams, at world-class organizations like Apple, Google, Verizon, JPMorgan Chase, and the U.S. Navy. Smiley's TED talk has been viewed 2 million times, and he has delivered 600 keynotes in front of 250,000 people in 25 countries.

Smiley's work has been featured in 100 media outlets, including *Harvard Business Review*, the *Wall St. Journal*, *Fast Company*, the *New York Times*, the *New Yorker*, and the World Economic Forum.





“One of the top human resources keynote speakers of all time.”



BIOGRAPHY



“One of the Top 12 Speakers who will inspire you.”



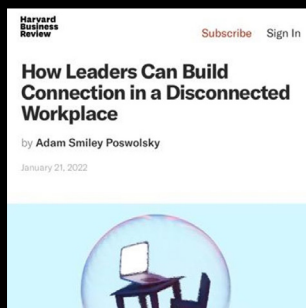
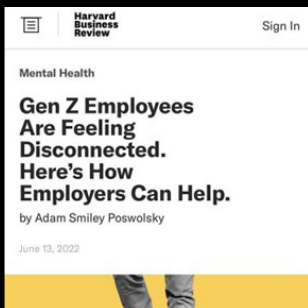
“If you want to tap into the mindset of millennials, the person to ask is Adam Smiley Poswolsky.”



PRESS

Recent Articles

Smiley’s work has been featured in 100 media outlets, including *Harvard Business Review*, the *Wall St. Journal*, the *New York Times*, the *Washington Post*, *Fast Company*, *Business Insider*, *CNN*, *CNBC*, *Forbes*, *Inc.*, and the *World Economic Forum*.





Smiley's Clients

Optimistic and inspirational, data-driven, while practical and actionable, Smiley is the perfect high-energy conference opener, or memorable closing speaker.

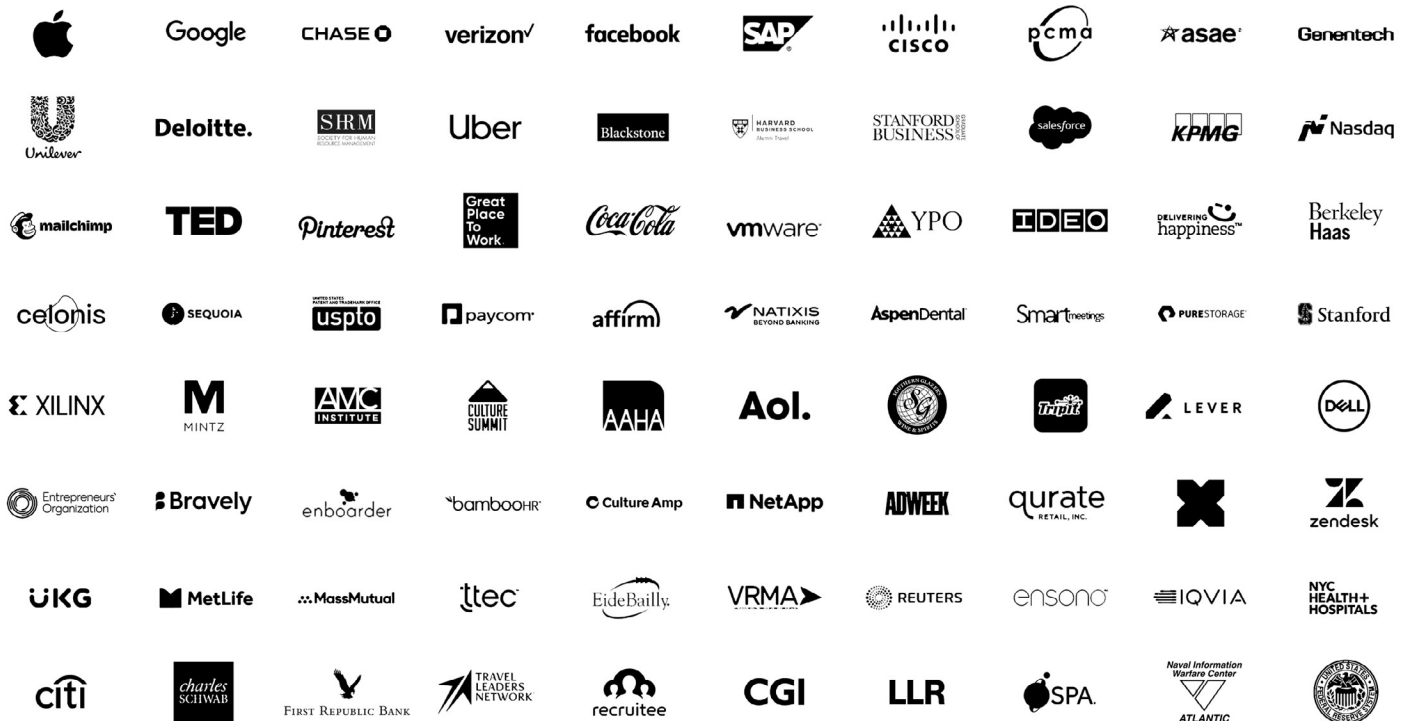
Smiley regularly speaks to Fortune 500 companies, international business and tech conferences, annual company meetings, leading trade associations, leadership summits, employee retreats, and top universities, all around the world.

Smiley has spoken at the world's largest companies, like Apple, Google, Verizon, JPMorgan Chase, Citigroup, MetLife, Dell Technologies, and the U.S. Navy. Smiley has spoken to executives and senior leaders across industries, including in technology, healthcare, financial services, insurance, HR, IT, data, transportation, construction, CPGs, accounting, and business strategy and advisory services.

Smiley has spoken at leading trade associations and conferences like PCMA, ASAE, SHRM, AMC Institute, SAP Sapphire, Construction Industry Round Table, National Electrical Contractors Association, Professional BusinessWomen of California, National Institute of Government Purchasing, and Great Place to Work.

Smiley has lectured at Stanford University's Graduate School of Business and University of California-Berkeley's Haas School of Business. Smiley has advised senior government officials and foreign leaders about the future of work.

CLIENTS





Keynote Program Descriptions

AVAILABLE IN-PERSON OR VIRTUAL

"Smiley was an outstanding opening keynote speaker for us. The PCMA Foundation Partnership Summit is a high-level networking opportunity for our industry's top event organizers, suppliers, and their VIP guests, and Smiley's powerful and timely message around The Power of Human Connection and how to foster belonging in our associations and meetings, whether at the office or on Zoom, was a perfect fit. Not only were our event organizers talking about Smiley's presentation throughout the Summit, but Smiley spent the rest of the day and evening connecting with our partners and sponsors. He stuck around for networking activities at the pool, attended a group dinner, and even got on stage during karaoke. In short, he showed up fully for PCMA and was a delight to work with."

— MEREDITH ROLLINS, Executive Director, PCMA Foundation and Chief Community Officer, PCMA





The Power of Human Connection

How Leaders Can Build Belonging at Work

KEYNOTE ONE

Description

In this timely, interactive, and highly actionable presentation, Smiley makes the case that the future of work is human connection. In the wake of the pandemic, 70% of employees feel disconnected from their coworkers, and workforce disengagement is at a record high. Employee disconnection leads to lower productivity and lower rates of retention. Meanwhile, creating high levels of workplace belonging is good for your people and good for your business. Employees who experience high levels of belonging at work have greater resilience, well-being, personal and professional growth. They experience a 56% increase in job performance and 170% increase in employer promotor score, and better-connected employees save large organizations up to \$52 million a year.

What is workplace belonging and what are the key factors for creating more belonging for yourself, your team, and within your organization? Smiley will share an exercise for fostering team engagement and psychological safety, and practical tools and actionable habits to foster more human connection in every stage of the employee experience; from recruitment and hiring, to onboarding and training, mentorship and coaching programs, learning and development opportunities, team building experiences and connection exercises, and even weekly 1-on-1s and check-ins. At the end of this presentation, your team will have an easy-to-use toolkit to create a culture of human connection for your people, your customers, and your company.

Key Audience Takeaways:

- Learn 5 ways to increase human connection at work.
- Understand the definition of psychological safety and how to foster higher levels of psychological safety on your team, including a simple exercise to try at your next team meeting.
- How to make employee onboarding and training more effective and engaging for new employees.
- A concrete example of how one company built higher levels of human connection among their employees.
- A practical toolkit every leader, manager, and individual employee can use to build a more connected, collaborative, and engaged culture of belonging at work.



Belonging in a Hybrid Workforce

Fostering Human Connection and
Community in the Future of Work

KEYNOTE TWO

Description

As hybrid work has become the norm, and time spent face to face has been replaced with wall to wall Zoom meetings and 24-7 Slack messages, workplace connection has withered—only 30% of employees feel connected to their teams and only 20% of employees are actively engaged at work. Lonely employees are less productive and cost U.S. employers \$4000 per employee and \$406 billion a year. Meanwhile, high levels of belonging can save a company \$52 million a year and provide employees with greater resilience, well-being, personal and professional growth.

In this timely, inspiring, and highly actionable presentation, workplace belonging expert Smiley Poswolsky will share how we can attract and retain top talent, reignite human connection, and increase team engagement, by fostering a culture of belonging for our employees—and our customers and clients. Smiley will share actionable and easy-to-implement tools for fostering team engagement and psychological safety in a hybrid environment and supporting our teams with the common experience of burnout and Zoom fatigue. At the end of this presentation, your team will have an easy-to-use toolkit to reimagine a collaborative, inclusive, people-first hybrid culture, and become an industry leader in the future of work.

Key Audience Takeaways:

- Learn 5 ways to increase workplace belonging and reconnect your team.
- Understand the definition of psychological safety and how to foster higher levels of psychological safety on your team, including a simple exercise to try at your next team meeting.
- The key to avoiding proximity bias and making the hybrid workplace work for all.
- Actionable (and no-cost!) team habits and rituals to best support your teams with the challenges of burnout, disconnection, low morale, and working in a hybrid environment.
- A practical toolkit every leader, manager, and individual employee can use to build a more connected, collaborative, and engaged culture of belonging at work.



Engaging the Multigenerational Workforce

How to Attract, Retain, and Engage Top Talent and Communicate Across Generations

KEYNOTE THREE



Description

As the war for talent grows more competitive and the labor market tightens, five generations are meeting together in an ever-evolving hybrid workplace for the first time in history. To move past intergenerational tension and common misunderstandings, leaders must empower talent across generations by creating a culture of trust and belonging for all. In this timely, entertaining, and highly actionable presentation, workplace belonging expert Smiley Poswolsky will help you attract, retain, and engage the talent of the future by leading with purpose, flexibility, well-being, and human connection.

In the wake of the pandemic, early talent may prefer flexible hybrid work policies, but 80% of Gen-Z and Millennials are also looking to connect in-person with senior leadership and their managers. Top talent knows what they are missing when it comes to opportunities for in-person mentorship, shadowing, training, and personal growth. Smiley will breakthrough common stereotypes about Gen-Z and Millennial talent; discuss the surprising similarities between what Gen-Z, Millennials, Gen-X, and Baby Boomers want in the workplace, and share case studies for increasing employee engagement across generations in challenging times. Smiley will share proven strategies how we can attract and retain top talent of all ages, increase hybrid team engagement, and create more belonging, by building human connection and community inside the workplace. Smiley offers practical tools and simple, actionable habits to foster multigenerational collaboration and engagement, which will help you become an industry leader in the future of work.

Key Audience Takeaways:

- Learn 5 keys to engaging the multigenerational workforce.
- Understand what Gen-Z wants in the workplace, common stereotypes about next gen talent, and the similarities between what Gen-Z, Millennials, Gen-X, and Baby Boomers want in the workplace.
- A simple exercise any leader or manager can use to foster collaboration and trust across generations.
- Insights on the future of work, recruitment and retention strategies that appeal to both Gen-Z and Gen-X, tools to engage hybrid teams, create a culture of learning and personal growth, and prioritize well-being and mental health in the era of burnout.
- Actionable (and no-cost!) team habits and rituals every leader, manager, and individual employee can use to build a more connected and engaged culture of belonging at work.



Building a People-First Hybrid Culture

How to Thrive in a Hybrid World

KEYNOTE FOUR

Description

In the wake of the pandemic, the vast majority employees prefer hybrid work and say they would leave a job that doesn't offer a hybrid policy. However, too much of the conversation on hybrid focuses on what days employees are working in the office and what days they are working from home. Workplace belonging expert Smiley Poswolsky believes that more important question is why; why are people coming together in the first place? Smiley argues that hybrid isn't where we work, it's how we connect in the future of work. All too often employees are being dragged into the office at 8am on a Monday morning, only to find that the rest of their team (and their manager!) decided to work from home. Or, they come into the office and find everyone on their team on Zoom calls all day long, with noise-cancelling headphones on, leaving them to wonder, "Why did I just sit in traffic for 45 minutes?!"

In this timely and highly actionable presentation, Smiley will help you shift from a hybrid work policy to a hybrid work purpose, designed to foster human connection and engagement in-person at the office, virtually on Zoom, Teams and Slack, and everywhere in between. Smiley will address key questions like: How do we make hybrid meetings more inclusive? How do we avoid proximity bias and make sure that everyone has an opportunity to grow and develop, regardless of how often they are in the office? How do we create high levels of psychological safety, trust, and belonging for all our employees, across different time zones, geographic locations, and levels of seniority? Smiley will help your team create a hybrid culture action plan, designed to make the hybrid workplace a place where every employee can thrive and do their best work. At the end of this presentation, your team will have an easy-to-use toolkit to reimagine a connected and collaborative hybrid culture that puts your people first.

Key Audience Takeaways:

- Learn 5 ways to build a high-performing hybrid workplace.
- Understand how to foster higher levels of psychological safety for hybrid teams, and how to build trust in a hybrid environment.
- A concrete example of how one company's hybrid policy was used to create more human connection and belonging among their employees.
- Simple actions to make hybrid meetings more inclusive, enjoyable, and effective.
- A practical toolkit to build a more connected, collaborative, hybrid culture that puts people first.



SPEAKER REEL

Watch Smiley In Action

You can view Smiley's 2023 Speaking Reel and his speaking videos on his website:

www.smileyposwolsky.com/speaking

"Smiley's talks were fun and insightful. He shared excellent stories and practical tips for our team on how to build human connections, support compassion and empathy in the hybrid world. Feedback from our global team has been incredibly positive. As a business partner, Smiley was top-notch. It was fun and easy to work with him. He took the time to understand our audience, objectives, and tailored his narrative to meet our needs. We'd love to work with him again."

— **VERONICA RODRIGUEZ, Sr. Manager Diversity, Equity and Inclusion, Xilinx**

"Smiley hosted such a successful virtual session during our Career Week, with one of the highest viewerships ever for us, over 1000+ viewers! Thank you Smiley for actively playing a role in our efforts to create an environment where employees are inspired and challenged to do the best work of their career at NetApp."

— **SARAH SORIANO, HR Program Manager, NetApp**

"Smiley was the keynote speaker for Circa's Diversity Symposium on Building Belonging in the Workplace. It was a fabulous event. We loved Smiley's authenticity, evidenced-based data, vulnerability and energy."

— **CATHY HILL, Vice President Marketing & Product Management, Circa**

"Your presentation on belonging in the workforce was phenomenal, and we received overwhelmingly positive feedback from our attendees. The information you shared was thought-provoking and will guide us as we move forward in equipping employees and leaders with the skills of today—and tomorrow—here at MetLife."

— **MetLife**

"This was one of my best career days. So many employees felt extremely seen and inspired today. The message aligned perfectly with our strategy and values, and we had over 500 lines dialed in."

— **MassMutual**

"Smiley's keynote received rave reviews from 200 HR leaders and Chief People Officers at our HR Leadership Forum. His presentation on Belonging in a Hybrid Workforce offered so many practical tools for all of us who are trying to reconnect and re-engage our people in the era of hybrid work."

— **BONNIE BYSTREK, Sphr, Chief People Officer, Virtual, Inc., Hr Executive Development Committee, Hrff**

"Smiley is entertaining, high energy, engaging, motivational, thought-provoking, behavior changing and an expert on millennial workplace issues. His presentation was delivered with humor and authenticity. Smiley spoke at two HR Leadership events in the SF Bay Area and had stellar reviews."

— **GINA AYLLON, CAE, Executive Director Northern California, SHRM**

"Smiley provided key takeaways on the cross-generational workforce and engagement for the future in a clear, actionable way. One of our best speakers on this topic!"

— **TINA MARIE WEHMEIR, CMP, CAE, Chief Executive Officer, AMC Institute**

"I first saw Smiley speak at Culture Summit, and knew he was the perfect person to speak to the rest of MailChimp about having a career with purpose. The office was buzzing all afternoon after Smiley's Coffee Hour talk. I was thrilled that we brought Smiley in to speak to our employees."

— **ASHLEY WILSON, Employee Engagement Specialist, MailChimp**





8 Reasons to Book Smiley to Speak

1

Smiley's talks are impact-driven and designed to increase workplace belonging.

Smiley shares inspiring stories, research-backed insights, and practical tools, so organizations can:

- Increase employee engagement, belonging and human connection in the wake of the pandemic and the great shift to hybrid work
- Navigate the future of work and the new demands of HR leadership and people operations, connect teams working remotely and in the office, and ensure the hybrid workplace works for all
- Attract, retain, and engage top talent amidst labor market shortages and the great war for talent
- Engage a multigenerational workplace and communicate effectively across 5 generations working together for the first time in history
- Build a collaborative, inclusive, purpose-driven, people-first company culture

3

All smiles, humble, kind, and drama-free

Smiley takes pride in not being a diva and making his clients feel like they are working with a close friend.

He's had the nickname "Smiley" for over 25 years, ever since the first week of high school. Smiley is a very friendly and kind person, and makes people feel good. Smiley treats everyone with respect, from meeting planners, to planning committees, senior executives, the A/V crew, event staff, managers, team members, and every single audience member.

2

Smiley delivers a memorable performance.

First and foremost, Smiley will make your client happy.

Smiley will deliver an outstanding presentation that makes meeting planners as well as audience members feel inspired and engaged. Smiley's slides feature large, bold text; they are visually compelling and digestible. Smiley's presentations are fun, high energy, customized, impact-driven, and action-oriented, offering practical tips and rituals that are easy-to-implement tomorrow. Your clients will remember Smiley's talk and share his presentation with coworkers and colleagues.



4 Seasoned Future of Work thought leader.

Smiley has spoken at the largest and most influential companies in the world like Apple, Google, Verizon, Unilever, and JPMorgan Chase.

Smiley's insights on hybrid work and the future of work have been published in *Harvard Business Review*, *Fast Company*, and the *New York Times*, and shared millions of times. Smiley has spoken at Stanford University's Graduate School of Business and UC Berkeley's Haas School of Business, and he has advised heads of state and leaders of foreign countries about the future of work, next gen talent, and belonging in a hybrid workforce. Smiley doesn't have followers he has true fans. Smiley's TED talk has 2 million views.

6 Globally recognized expert on friendship, human connection, and belonging.

Smiley is a leading voice on belonging and human connection in the age of hybrid work.

In the wake of the pandemic and the huge shift to remote and hybrid work, Smiley is working to fight the loneliness and disconnection epidemic happening inside and outside of the workplace. Smiley's third book, *Friendship in the Age of Loneliness*, was published by Hachette during the pandemic and translated into multiple languages.

5 Resonates across generations with youthful expertise, positive energy, and practical tips.

Smiley's first book, *The Quarter-Life Breakthrough* was published by Penguin Random House, sold thousands of copies, and was translated into multiple languages.

Smiley has been interviewed in dozens of major media outlets about next gen talent and the multigenerational workplace, like the *Wall St. Journal*, *Fast Company*, *Inc.*, and *Entrepreneur*. Smiley was a featured expert in UBS Group's Workplace Futures Report, and he was interviewed in a Netflix documentary about Gen-Z and Millennials. Smiley believes deeply that we need to empower young voices. But he also believes it's important to respect our elders and learn from those with the most experience. Smiley's keynotes resonate with audiences across generations. From Gen-Z and Millennials, to Gen-X, Baby Boomers and the Silent Generation, audiences of all ages always say how exciting it is to have a youthful, fun, passionate, empathetic, high-energy voice like Smiley's to keynote their event.



WHY BOOK SMILEY?



7

Champion for diversity, equity and inclusion in the speaking industry.

In 2017, Smiley launched The Women Speaker Initiative, a community that aims to increase the number of women and people of color speaking at conferences and companies, as well as ensure that women and often underrepresented speakers are paid competitively as compared to their colleagues

The group now has over 4,500 members, and has helped hundreds of speakers find speaking opportunities, increase their speaking fees, and connect with professional speakers. Smiley will continue to do the work to nominate and elevate female, Black, people of color, young, and often underrepresented voices in public speaking and across the industries he works in.

8 Smiley goes above and beyond.

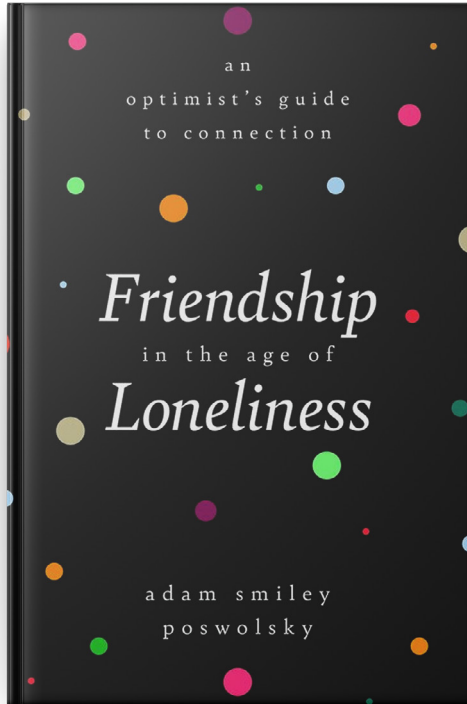
Smiley will make your people feel seen and heard. Smiley takes time to learn about every organization he works with and each audience's unique needs and priorities.

He prepares for prep calls and will do multiple prep calls with the client if needed to get ready for the event. Smiley will customize presentations, interview team leaders and employees prior to a talk, interact with audience members after his talk, attend post-event cocktail receptions, do additional breakouts or workshops, stay for lunches, sign books, do podcasts and video interviews, and make cross-promotional social media posts. In short, Smiley doesn't just speak and catch the next flight out. Smiley gives all he can for an engagement, beyond his time on stage.





Smiley's Books



Friendship In The Age Of Loneliness

An Optimist's Guide To Connection

We are lonelier than ever. The average American hasn't made a new friend in the last five years. Research has shown that people with close friends are happier, healthier, and live longer than people who lack strong social bonds. But why—when we are seemingly more connected than ever before—can it feel so difficult to keep those bonds alive and well? Why do we spend only four percent of our time with friends? In this warm, inspiring guide, Adam “Smiley” Poswolsky proposes a new solution for the mounting pressures of modern life: focus on your friendships. Smiley offers practical habits and playful reminders on how to create meaningful connections, make new friends, and deepen relationships. He'll help you develop a healthier relationship with technology, but he'll also encourage you to prioritize real-world experiences, send snail mail, and engage in self-reflective exercises.

↓ PRAISE FOR FRIENDSHIP IN THE AGE OF LONELINESS ↓

“With loneliness looming as one of the greatest public health concerns of our era, Adam Smiley Poswolsky has written an antidote that is right on time. Actionable, deeply inclusive, tender, and wise, Friendship in the Age of Loneliness demonstrates why meaningful engagement with other humans is essential and how, exactly, to make it happen.”

— **JULIE LYTHCOTT-HAIMS**, *New York Times* bestselling author of *How To Raise An Adult*, *Real American*, and *Your Turn*

“A practical guide to fostering human connection and true friendship in an increasingly lonely, isolated, digital world.”

— **DAN SCHAWBEL**, *Washington Post* bestselling author of *Back To Human* and *New York Times* bestselling author of *Promote Yourself*

“Smiley’s writing is authentic, heart-centered, and powerful. A must-read for HR leaders, company culture pioneers, and anyone who cares about their people. Simply put, this book is exactly what the world needs right now.”

— **CLAUDE SILVER**, chief heart officer at Vaynermedia

“Friendship in the Age of Loneliness is an essential call to find belonging—with yourself, with your friends, with your co-workers, and in your communities. We all need this book.”

— **DAVID SPINKS**, cofounder of CMX and author of *The Business of Belonging*

“Smiley is a freindship visionary.”

— **DR. MARISSA FRANCO**, psychologist and *New York Times* bestselling author of *Platonic*





smiley poswolsky

THE BREAK THROUGH SPEAKER

how to build a public speaking career

BOOKS

ADAM SMILEY POSWOLSKY

THE QUARTER- LIFE BREAK- THROUGH

INVENT YOUR OWN PATH, FIND
MEANINGFUL WORK, AND BUILD
A LIFE THAT MATTERS

The Breakthrough Speaker

How To Build A Public Speaking Career

The Breakthrough Speaker shares the lessons I learned transitioning from an unpaid speaker to a paid speaker who is regularly paid \$10,000 for 30-minute presentations. Part I: Speak your truth will help you discover your story, craft an anchor to earn credibility, and discover how to align your zone of genius with a top-of-mind hook that organizations care about and are willing to pay for. Part II: Share your truth will give you the marketing tools to spread your message, reach a wider audience, and make your work stand out from the crowd. Part III: Get paid for your truth provides tips for you to break into the corporate speaking industry, stand in your worth, negotiate higher speaking fees, and become a speaker clients love.

↓ PRAISE ↓

"The Breakthrough Speaker is a practical and powerful guide for anyone who wants to build their personal brand and grow their speaking career."

– **DORIE CLARK**, adjunct professor at Duke University's Fuqua School of Business, contributor to *Harvard Business Review*, author of *Entrepreneurial You*

The Quarter-Life Breakthrough

Invent Your Own Path, Find Meaningful Work, And Build A Life That Matters

The Quarter-Life Breakthrough provides fresh, honest, counterintuitive, and inspiring career advice for anyone stuck in a quarter-life crisis (or third-life crisis) figuring out what to do with their lives. It shares the stories of many twenty- and thirty- somethings who are discovering how to work with purpose (and still pay their rent). With practical exercises and resources, this book is essential reading for career changers and anyone passionate about getting unstuck, pursuing work that matters, and changing the world.

↓ PRAISE ↓

"Fresh and engaging, this book will inspire the next generation to lead with purpose."

– **TONY HSIEH**, CEO of Zappos and *New York Times* bestselling author of *Delivering Happiness*



Let's Connect!



Workplace Belonging Keynote Speaker.

CONNECT WITH SMILEY



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Smiley's Media Kit:

www.smileyposwolsky.com/about

Here are links for high-resolution headshots, book covers, and photos of Smiley. Please contact Smiley if you need additional photos or video.