Session Titling Options:

*The 1:1 Meeting: Leveraging Science to Make a Difference in the Lives of Those You Lead*

*The 1:1 Meeting: A Critical, and Overlooked Opportunity for Leaders and Talent Professionals*

*Transformative One-On-One Meetings: What Managers Need to do Better to Drive Productivity, Engagement, and Inclusion*

*The Art and Science of 1:1 Meetings*

*Engage and Succeed – The Power of the 1:1 Meeting*

*Orchestrating One-On-One Meetings: Evidence-Based Advice for Managers*

*Leveraging 1:1 meetings to improve employee experience*

*How 1:1 meetings can help fend off the great resignation*

**Steven G. Rogelberg**

Author of *The Surprising Science of Meetings*, #1 Leadership book to watch for

Washington Post

*“Steven Rogelberg is the world's leading expert on how to fix meetings”*

Adam Grant

As Profiled on [CBS This Morning](https://eur03.safelinks.protection.outlook.com/?url=https%3A%2F%2Furldefense.proofpoint.com%2Fv2%2Furl%3Fu%3Dhttps-3A__www.cbsnews.com_video_how-2Dto-2Dmake-2Dworkplace-2Dmeetings-2Dmore-2Deffective-2Dand-2Dsuccessful_-3Ffbclid-3DIwAR1iuXfWhemtUHGm174fx6vZooZnkPaIs2FK2uj-2D7dNMRgN-2DqWLCO-5FIZlZU%26d%3DDwMFaQ%26c%3DnQOnw6HHAeKBNxj23OXhOw%26r%3DEO2ecLNTGCt4cz2QR32_DWk60vxB7HlopRj7jaKdP98%26m%3D70QY8ENJ8r7tTzw-60WN-ikKSthBqrCnEeXdb_dTvDE%26s%3DWc6TGGa8WplZYSv8IwaUJSG7sdTTjjd6rCSrdWO0LDY%26e%3D&data=01%7C01%7Cfrederik.anseel%40kcl.ac.uk%7C34db946f63be41b5614a08d6cefc5a74%7C8370cf1416f34c16b83c724071654356%7C0&sdata=LPXojXdOWPGS9uCPa%2Fpv0Cxl31klOhBRNc4wP0qp%2BSk%3D&reserved=0), BBC World, and Freakonomics

Would it surprise you to know?

* Nearly half of 1:1s are rated as being suboptimal
* That managers believe their 1:1s went better than their direct report
* That poorly conducted 1:1s can derail employee engagement
* That 1:1s are arguably the more important tool for building genuine connection and retaining employees
* Besides the potentially critical productivity, retention, alignment, relationship and development outcomes for directs, that successful 1:1s can elevate manager success and lead to re-captured time
* That large percentages of managers are doing 1:1s at the wrong cadences

There are approximately 100 million workplace meetings a day around the globe—with nearly half of all meetings being 1:1s. Yet, the research clearly shows that 1) the effectiveness of these meetings is far from optimal; 2) that managers self-ratings of their skills in conducting these meetings is highly inflated and not aligned with their directs. Hence, an incredible opportunity exists to fill the skills gap and maximize return of a tremendous time investment.

1:1s could be one of the most critical meeting types for the success of team members, manager, teams, and organizations. The best managers recognize that 1:1s are not an add-on to their role as a manager—conducting 1:1s successfully ARE foundational to being a manager. In many regards, these 1:1s are where leadership really happens in a deep and meaningful way. When a manager fully embraces this, the potential of 1:1s for transforming their people and their team can be realized. Successful 1:1s positively affect day-to-day activities through discussion of productivity blockers, coordination, and alignment. And, they are also so much more. Namely, these meetings fundamentally influence a direct report’s experience at work, including how they engage and attach to their role, perceive the effectiveness of their manager as a leader, and envision their future at the organization. 1:1s also promote manager success. Namely, effective 1:1s make team members more focused, engaged, aligned, and successful - managers are judged by the success and achievements of those they lead.

Despite 1:1s filling managers’ calendars, meaningful guidance on how to conduct them effectively is quite sparse. This session is about how to realize the full potential of every 1:1 meeting, without feeling like you are just wallowing in wasted meeting time.

Leveraging research and evidence I have collected over 20 years from leaders, directs, and c-suite leaders from some of the most respected companies in the world, the following critical topics are covered:

* Why effective 1:1s are critical to your success and the success of your team – contrasting with ad hoc meeting approaches
* 6 Keys to success and 5 common mistakes to avoid
* How to personalize your 1:1 approach to fit you and your direct reports – one size does not fit all
* Messaging and positioning 1:1s for maximum value
* Finding the correct 1:1 cadence and meeting length to maximize positive impact without over-meeting
* Managing the intricate balance of productivity-building, relationship-building, and employee development
* Designing 1:1s with intentionality, from where to conduct the meeting (e.g., virtual) to building agendas to optimize effectiveness
* Acting as leader coach and leveraging key skills around facilitation, listening, and feedback-giving

Importantly, while this session focusses on the manager/direct report 1:1, learnings are highly relevant to 1:1s with peers, customers, and skip-levels.

**Review**

*Steven’s presentations bring science, practice, and the art of audience engagement all together in the same package.  As I served as a facilitator for large conferences for many years, in-person and virtual, Steven brings a refreshing combination of tremendous energy and insightful question-asking that provides audiences with ideas and actions to try new ways of working. His content on 1:1 meetings is incredibly unique, groundbreaking, and tremendously important to leaders of all levels. This session can inspire new paths and actions that can greatly elevate employee experience and leader success.  Can't recommend him enough!*

David Dye, Program Director, Conference Board.

**Biography**

Dr. Steven G. Rogelberg, an organizational psychologist, holds the title of Chancellor’s Professor at UNC Charlotte for distinguished national, international and interdisciplinary contributions.  He is an award-winning teacher and recipient of the very prestigious Humboldt Award for his research. His latest book, “[The Surprising Science of Meetings: How You Can Lead Your Team to Peak Performance](https://www.amazon.com/Surprising-Science-Meetings-Lead-Performance/dp/0190689218/)” (Oxford) was recognized by the Washington Post as the “#1 Leadership Book to Watch for” and by the Business Insider as “The Top 14 Books everyone will be reading”. He and the book were also featured on [CBS This Morning](https://www.cbsnews.com/video/how-to-make-workplace-meetings-more-effective-and-successful/?fbclid=IwAR1iuXfWhemtUHGm174fx6vZooZnkPaIs2FK2uj-7dNMRgN-qWLCO_IZlZU) Freakonomics, HBR, WSJ, BBC World to name a few.

Adam Grant has called Steven the “worlds leading expert on how to fix meetings”. Steven keynotes span the globe focusing on the science of meetings, and meetings’ strategic linkage to inclusion & diversity, engagement, leadership, innovation, and organizational success.

He consults for small and large organizations, including IBM, Facebook, Amazon, TIAA, Pfizer, Google, Cisco, Procter & Gamble, United Nations, Family Dollar, 3M, RAND, Corning, KPMG, Siemens, and others.

Dr. Rogelberg has more than 150 publications addressing issues such as team effectiveness, leadership, engagement, and meetings at work. He is the recipient of a Master Teacher Award and Psi Chi Professor of the Year Award He was the inaugural winner of the Society for Industrial and Organizational Psychology (SIOP) Humanitarian Award for his extensive outreach work benefiting over 5000 nonprofits. He is immediate past President of SIOP.

Rogelberg was invited and testified to the US Congress (2022) on the topic of being successful and engaging others in very difficult working environments – using organizational psychology to elevate members of congress, their staffs, and the institution.

Invited and named to the Marshall Goldsmith 100 Coaches Group, “100 Coaches Community brings together the world’s premier leadership thinkers” to seek ways to advance positive impact and give back to society.

Please visit [Stevenrogelberg.com](http://stevenrogelberg.com/) for more information.