



# CHRISTOPHER LITTLEFIELD



**Building Cultures Where People Feel Valued**

**Programs & Services**

## Christopher Littlefield



Christopher Littlefield is an International and TEDx Speaker, Expert in Employee Appreciation, Workplace Culture and the founder of [Beyond Thank You](#). He has trained thousands of leaders, across six continents, on how to understand what their people want and need to be at their best. His clients include Accenture, Boston Medical, Lebanese Postal Service, MIT Sloan School of Management, Reserve Bank of Australia, Salesforce, the U.S. Army, the United Nations, and more. His work has been featured in New York, Inc, Mindful, and British Psychologies Magazines, and profiled in Harvard Business Review. Chris is a regular contributor to [Forbes](#) and [Harvard Business Review](#) and the author of the bestselling book, [75+ Team Building Activities for Remote Teams](#).

### Contact Information

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[Get In Touch With Chris](#)

"An Expert  
in Employee  
Appreciation  
and Recognition."



Christopher Littlefield and his work have been featured in the following media outlets:



# THE BOOK

## The book includes

- Get to Know You Activities
- Check-In/Debrief Process
- Simple Ways to Laugh and Play Together
- Ideas and Activities to Keep Learning and Growing Together from Afar
- Celebration and Recognition Ideas



available at  
**amazon**



**"Great practical tips! I love the goodness that Chris Littlefield puts out into the world. Downloaded this wonderful book and am using many of the tips already. Highly recommend!"**

### **Chester Elton**

Apostle of Appreciation  
New York Times Best Selling Author of All In & Carrot Principle



**"Managers looking to develop fortified bonds among their teams, Chris has delivered a textbook reference for building an emotional bridge within company culture."**

### **Dorie Clark**

Duke & Columbia Business Professor,  
Author of Stand Out and  
Top 50 Business Thinker in the =World -Thinkers 50



**"Finally a RELIABLE resource for strengthening remote teams."**

### **Ron Carucci**

Managing Partner, Navalent and  
Bestselling author of Rising to Power



**BEYOND**  
Thank You

## **Vision**

A World Where People Feel Valued and Appreciated Every Day at Work/Home.

## **Mission**

To provide extraordinary content, trainings, curriculum, and activities that help leaders and organizations build and maintain valued employee cultures.

## **Guiding Principles**

### **Live the Work**

Always practice what we preach both at work and at home.

### **Help People Connect with People**

All of our work is designed to help people connect with people in positive, authentic, fun and meaningful ways.

### **Be a Contribution**

Make sure our presentations, programs, learning communities, make people's lives easier and brighter.

### **Keep it Practical and Useful**

Theory is interesting, action has impact! Remove the barrier to action by keeping our materials, recommendation, simple, fun and easy to act on.

### **Keep Learning/Keep Growing**

Keep researching, asking questions, experimenting, trying new things. Stay relevant and impactful.

# Beyond Thank You has trained over **15,000** leaders, across **six continents**, both in person and virtually.

## What is Unique About Our Programs:



They are grounded in reality, interactive, and fun.



We adapt every program to your culture, and the changing world we face every day at work and home.



We translate the latest data and workplace research into concrete actions.



We provide ideas, activities, and tools that busy leaders can use immediately with little to no effort.

## Clients Include:



# Our programs are designed to make being a great leader easier.

All of our programs use data, experiential education, play, and fun to help people update their mindset, learn new methods, and walk away with the means to put what they learn into practice immediately.

## Mindset



We show leaders how simple updates to their mindset about leading make understanding and connecting with people easier.

## Method



We introduce leaders to new methods that are quick, easy to use, and fit into their existing work flows.

## Means



We leave leaders with questions, activities, and resources to continue to build in and maintain relationships with their teams.



**After almost two years of remote work, I feel like I am finally walking away from a presentation with applicable and valuable tools that I can implement immediately! Christopher Littlefield delivered information in an energetic and insightful manner, and I feel one step closer to being comfortable with managing a hybrid team!**



– DeAnna Bumstead-Yearly Director, Mintz



# Learning Experiences Your People Will Value

We have run programs for companies around the globe. From a 30-person leadership training at L.L.Bean to 400+ person virtual all-staff programs with the World Health Organization. We surveyed participants after every program and here is what they are saying:

96%

Said the program was valuable for their Professional Development

97%

Said they left the program with insights and tools they can actually apply

97%

Said they would recommend the program to a colleague

## We Like to Make Organizers' Jobs Easier.

We pride ourselves with being easy to work with. All programs include the following:



### Pre Program Meeting

We meet so we can understand your company culture and goals in order to customize our content and fit it into what you're trying to accomplish.



### Tech Support (Virtual Programs)

We provide our own tech support so all you have to do is show up and enjoy the program!



### Engaging Interactive Program

All programs are led by Christopher Littlefield, designed to be interactive, eye opening, and fun!



### Action Focused Handouts

Participants leave with a packet which includes PPT Slides, Links to Tools, and Follow-Up Recommendations.



### A Post Program Survey and Report

We survey participants after the program and send you a PPT so you can see the impact of the program and share it back with your company.



### Follow Up

All participants have the option to subscribe to our newsletter, The Nudge, for twice a month reminders to take action after the program.

# Programs & Services

Here are a few of our interactive onsite/virtual programs to support your people and bolster your organizational culture

**Manager Programs**

**The Art of Recognition  
& Engagement**

**Hybrid Leadership  
Playbook**

**All Staff Programs**

**Being Resilient in  
Times of Uncertainty**

**Nurturing a Culture of  
Appreciation and Respect**

**Teams**

**Custom Leadership  
Retreats**

**Give Leaders the Mindset,  
Methods, and Means to be  
Great with their People!**



# The Art of Recognition & Engagement

Train your leaders in the most fundamental leadership imperative: how to ensure their people feel valued and appreciated every day.



Do your people feel valued by their leaders? If not, they may be looking for another job. Losing a key person can be devastating for your business. Yet, many leaders use the excuse of being too busy to avoid having the simple day-to-day conversations that would have had their employees stay. When effort goes unnoticed, it turns into resentment, unaddressed issues turn into toxic dynamics, and fed-up employees leave. If leaders want to build and maintain the respect, trust, and relationships that have people feel valued and allow great work to get done, it is time to master the Art of Recognition and Engagement.

Chris will introduce leaders to the core elements of engagement, help them assess how they are doing with their people, and provide strategies to address any gaps. Leaders will leave with an abundance of tried and tested check-ins, relationship-building activities, team rituals, and tools to help them maintain an employee experience that gets results.

### Outcomes: Leaders will...

- Learn how to understand what each of their people wants and needs to feel valued and work at their best every day.
- Learn how to effectively weave company values and standards into their daily employee appreciation/engagement efforts.
- Gain awareness of, and learn how to avoid, the four most common recognition pitfalls which foster distrust in organizations and often unintentionally sabotage engagement efforts.
- Learn the key ingredients (examples: accountability, personal growth, clear feedback, career development, etc.) for engaging employees.
- Be provided with the tools to assess their current performance with each employee and set follow-up actions to address any gaps.
- Learn how to use acknowledgment, recognition, and praise to enhance positive work relationships and transform difficult ones.

**Time:**  
2-3 Hours

**Sessions:**  
Interactive Onsite  
or Virtual  
Programs  
Available

**Audience:**  
People Managers

**Named A Top Three  
Most Popular Learning  
Program of 2019**

-American Hospital  
Association



American Hospital  
Association

**"This workshop should  
be required for all  
managers!"**

-Senior Manager



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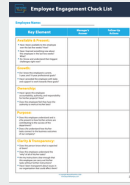
# Handouts

Participants will leave the training with the following tools and support:



## Workshop Packet

A compilation of all of the core distinctions and tools from the program in one simple packet.



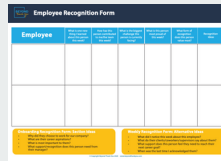
## Elements of Engagement Checklist

A checklist of key elements proven to engage employees, and a list of questions for managers to self-assess their own work and plan actions for how to improve.



## Know Your People Form

A form to track all the information they should know about your people.



## Employee Recognition Form

Questions for managers to answer about their employees that will help them understand how to ensure their employees feel valued every day.



**"Honestly the best management workshop I have attended."**

- Manager



**"Great presentation -- completely reframed the way I think about recognition."**

Kristi McCarthy, General Counsel and Vice President



**"Chris was super engaging and he captured my attention immediately. He told stories that were fun to listen to and easy to relate with, and then translated those stories into the workplace so that we could learn from them and apply those lessons right away. He gave concrete suggestions and easy to use tools that, again, we can apply right away. The workshop was fun and practical and will have an impact on how I do my job!"**

-Senior IT Manager



**"The best staff engagement/employee recognition seminar that I have ever attended!"**

-Chief Nursing Officer

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# Hybrid Leadership Playbook



Give Leaders a roadmap to curate an engaging hybrid team culture without investing more than 15 minutes of planning each week.

Leaders are often tired, burned out, and barely have the bandwidth to take care of themselves, let alone support their people. This program is designed to give your managers the tools to make leading in our new Hybrid world easier. Leaders will leave with a roadmap and an abundance of concrete activities to curate an engaging hybrid team culture without investing more than 15 minutes of planning each week.

**Time:**  
1.5 hours  
(Presentation 1hr.15 min. + 15 min. for questions)

**Sessions:**  
Interactive Virtual Program with Discussion

**Audience:**  
People Managers

**In this short session, leaders will:**

- Learn strategies that will help them discover exactly what each team member needs to feel supported and how to give it to them regardless of the environment.
- Learn how to incorporate relationship building into virtual meetings, chats, and one-on-ones.
- Learn 10+ Virtual Activity Ideas that take under 10 minutes.
- Learn how to organize a virtual team retreat in under an hour.
- Gain tips on how to consciously transition back to work when/if the time comes!

**L.L.Bean**

"Chris's energetic presentation was jam-packed full of practical exercises and insightful perspective. Absolutely worth my time to attend. Highly recommend!"

-Amy Spooner, Director of Creative Operations



Based on Chris's Best Selling Book



"Chris does a fantastic job in providing ideas for building teams in this COVID era -and how to overcome the personal disconnect and Zoom fatigue. On the latter, this was the best hour on Zoom I have experienced in a long time."

-Stuart Krusell, Senior Director

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# Handouts

Participants will leave the training with the following tools and support:



## Team Relationship Building Self-Assessment

10 question assessment to reflect how they are really doing with their team.



## COVID-19 Resources

- Sample Meeting Agendas
- Questions to understand employee needs
- Conscious Transition process



## Know Your People Form

A form to track all the information they should know about your people.



## Virtual Retreat Planning Form

Step by step guide to planning an engaging and meaningful virtual team retreat.



**"After almost two years of remote work, I feel like I am finally walking away from a presentation with applicable and valuable tools that I can implement immediately! Christopher Littlefield delivered information in an energetic and insightful manner. I feel one step closer to being comfortable with managing a hybrid team!"**

-DeAnna Bumstead-Yearly, Director



**"I already have 3 new ice breakers to use with my leadership team as a result of this workshop."**

-Senior IT Manager, Salesforce



Interested Participants will be added to Chris' The Nudge mailing. They will receive bi-monthly follow-up and reminder emails featuring resources, fresh ideas, and tools to give them the extra push to integrate what they learned into their daily work!

[Check Availability & Pricing](#)

# Being Resilient in *Times of Uncertainty*



Give your people practical strategies to better manage stress and stay at their best regardless of the circumstances.

We are all running a race with no finish and trying to put together a puzzle with no picture. Uncertainty makes movies exciting but makes life exhausting. In this interactive session, people learn practical strategies to help them better manage stress and keep them at their best regardless of the circumstances. They will learn to understand their stress and recovery cycle and leave with four proven strategies that trigger our parasympathetic nervous system to rest and recover. They will learn to better take care of themselves and each other.

## Outcomes: Leaders will learn...

- How a common everyday misconception in perception inadvertently drives us to burnout, and how to change that on the spot.
- Four proven strategies that trigger the parasympathetic nervous system into rest and recovery, helping to better take care of themselves and others.
- How to better understand their personal stress and recovery process and how to identify early warning signs and improve how they manage stress.

## Time:

2 hours

(Presentation 1hr. 45 min. + 15 min. for questions)

## Sessions:

Interactive Virtual Program with Discussion

## Audience:

All Staff



**"This session really resonated with me, I find myself with either a full energy tank or completely empty. This session gave some good pointers on how to catch yourself before the tank is empty!"**

-Senior Manager, Abbott Technologies



**"I wasn't sure what to expect, but knew I needed help, since uncertainty is not going away any time soon. I like the positive, high energy that Chris showed. The session went through a lot in a short period of time, but all relevant and useful. Chris shared real examples of his own experiences, which helped me know everyone has struggles. I came away with hope - not feeling overwhelmed with many things I need to do."**

-Danielle Elwell, Technical Designer

[Check Availability & Pricing](#)

# Handouts

Participants will leave the training with the following tools and support:



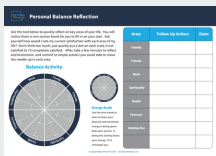
## Personal Success Equation

A tool to help people map their personal stress and recovery cycle and identify exactly what they need to keep them at their best on a daily basis.



## Personal Reflection Exercise

A simple tool to help people to stop, reflect, and celebrate all of their growth and development after a big project or when they are feeling burned out.



## Time & Energy Audit

A tool to help managers take a critical look at how they are currently spending their time and energy and identify ways to structure their days for more balance at work and home.

MaineHealth

**“Thank you so much! I loved every second.. I felt myself on the verge of tears many times because of the great points being made, the insight, the rawness. It made me think about my role, my purpose, and how I contribute. The best program ever!”**

-Nurse Manager, Maine Health System



**“Your overall score for the four sessions at our Air Force Yellow Ribbon Event was 97% (4.85/5) That is Fantastic! I hope we can get you back!”**

-Maj. Laura Haver



Interested Participants will be added to Chris' The Nudge mailing. They will receive bi-monthly follow-up and reminder emails featuring resources, fresh ideas, and tools to give them the extra push to integrate what they learned into their daily work!

[Check Availability & Pricing](#)

# Nurturing a Culture of Appreciation & Respect

Help Build and Maintain a Workplace Culture  
Your People are Proud to Call Their Own.



Our culture is at the heart of everything we do, and it has never been more important to nurture one where people feel valued, appreciated, and respected at work every day. But how do we build and maintain relationships in this ever-changing hybrid workplace? How do we stay empathetic and appreciative when interacting with coworkers around the globe through email, chat, or video meetings? How do we network and grow when our leaders and coworkers are on the other side of the country or world? In this session, we will address these questions and more as we learn to nurture a culture of appreciation, growth, and respect, regardless of our level or location.

**Time:**

1.5 hours  
(Presentation 1hr.15 min. + 15 min. for questions)

**Sessions:**

Interactive Onsite or  
Virtual Programs  
Available

**Audience:**

All Staff

**Participants will learn**

- Simple employee recognition activities to enhance positive work relationships and transform difficult ones
- Easy team rituals and 10+ virtual activity ideas to help you and your team members stay connected regardless of where and how they are working
- Insights into what coworkers want and need to be at their best and how to support them
- Concrete actions they can take to nurture a culture of appreciation, growth, and respect in the team regardless of their level or location



"415 plus joined this event and by the end of the event there were still 414 participants participating which says a lot about this program."



"Chris is a fantastic and dynamic trainer. Not only is he energetic and full of zest during his presentations, but he moves through topics that are refreshing in a world that's just been stagnant. I feel more energized and inspired after my time with him and feel like this would benefit anyone dealing with remote workforces during the greatest large-scale change of our lives."

– Stephanie Baker, Contact Center Manager

[Check Availability & Pricing](#)

# Handouts

Participants will leave the training with the following tools and support:



**80+ Ideas to Nurture a Culture of Appreciation & Respect.**  
Ideas to support Employee Collaboration, Mental & Physical Health, Lives Outside of Work, Career Development, & Need for Fun!



**Understanding Each Other's Boats**  
A simple activity to help teams better understand each other's current boats and what each other needs for support.



**Team Relationship Building Self-Assessment**  
10 Question Assessment to reflect on how you are really doing with your team.



**35+ Meeting Questions**  
35 plus questions to help make your meetings more interactive.



**"This is the best WHO workshop I've attended in 7 years with the organization."**  
-Manager, WHO



**"Chris gets employee experience. If your leaders need a reminder or a refresh on how to engage with their teams--particularly in a virtual environment--this session is perfect."**  
- Elizabeth Kilsser, Director of Communications, SMS Assist



Interested Participants will be added to Chris' The Nudge mailing. They will receive bi-monthly follow-up and reminder emails featuring resources, fresh ideas, and tools to give them the extra push to integrate what they learned into their daily work!

[Check Availability & Pricing](#)



# Custom

# Leadership Retreats



Give your team a fun and engaging retreat program on strength communication and enhancing overall performance.

Interested in holding your annual leadership retreat either remotely or in person? Let us help you design an interactive event your people will love and will get results. Chris Littlefield has spent over fifteen years designing and facilitating team retreats around the world. He has run programs for the United Nations in Beirut, Cadbury in Egypt, Novartis-Sandoz in Morocco, UNICEF in Fiji, and for Facebook and MIT Sloan Virtually during the pandemic. He goes beyond just facilitating and partners with you so that your investment in the retreat lasts long after it is over.

## Our Programs Include:



### Pre-Program Organizational Research

We survey and interview key stakeholders to understand your team's real needs and build connections with your people.



### Event Design and Customization

Using the pre-program research, we work hand in hand with the organizers to design an engaging retreat experience and follow-up process to fulfill strategic goals, as well as improve overall communication and department performance.



### Event Facilitation & Communication Training

Whether a virtual or onsite program, we are there to guarantee your event is a success. We help with room set up, run icebreakers, establish and manage ground rules, facilitate discussion, provide communication training, evening activities, and participate in debriefs.



### Post Program Debrief Session

We meet with the organizers after the retreat to review the program and provide follow-up recommendations.



### Learning Integration Follow-Up

We include one follow-up session four to six weeks after the program to reflect on what is working/not working and adjust anything to ensure that the desired result is being achieved.

### Time:

2-3 day  
programs available

### Sessions:

Interactive Onsite or  
Virtual Programs  
Available

### Audience:

Teams

**"The retreat we had with you in Lebanon was the best! Four years later staff are still referring to it after every retreat we have!"**

-HR Manager  
International  
Federation of the  
Red Cross Middle  
East/Northern Africa



## Why Run A Team Retreat?

- Develop a heightened sense of team and connectedness.
- Align your team around key strategic goals.
- Help team members gain heightened self-awareness of their dominant communication style, the dominant styles of others, and how to adjust their style for better results.
- Train people in advanced listening skills and enhance their ability to clarify and meet multi-party needs and understand cultural intricacies in communication.
- Enhanced level of trust among the team.

## What's the Value to You and Your Team?

- Enhanced internal communication and synchronization resulting in more efficient delivery of projects.
- Better streamlined staff meetings resulting in more effective use of staff hours.
- Decrease in negative internal politics freeing leadership to focus on organizational growth.
- Cultural standards to reference when reviewing individual and team performance.
- A unified team and thus an even better customer experience.
- Road map for continued relationship building after the retreat.

facebook

**"Chris facilitated a virtual team offsite for us, which provided a dedicated time and space for us to come together and truly get to know each other personally and professionally. The entire team found great value in the session and is better equipped to work together moving forward. Thank you, Chris!"**

-Lacie Worth  
Performance & Cross -Border Manager Facebook



**"I just wanted to take the minute to stop and say (again!) just how much we appreciate what you've done for our office. We cannot thank you enough for all the hard work that went into your preparation for the 2-day team building and all the hours invested in going the extra mile to do everything in your power to make it magical for us. It was such an incredible journey and I think I speak for pretty much everyone in attendance, that it was truly eye-opening, inspiring, uplifting, and emotional. We were fronted with not just the issues flagged but also with the internal struggles – some that we weren't anticipating to be faced with or not ready to admit to on many levels – professional and personal. For the first time in the longest time, I saw my colleagues roll up their sleeves and participate with such energy and commitment that I've not seen in them before. You helped us begin a deeper kind of healing that I know will change the way we work together for the children of the Pacific."**

-Vika - Head of Staff Council, UNICEF Pacific

[\*\*Check Availability & Pricing\*\*](#)



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