

Glad•ED Solutions

NATALIE ROBINSON BRUNER

FOUNDER AND PRINCIPAL STRATEGIST

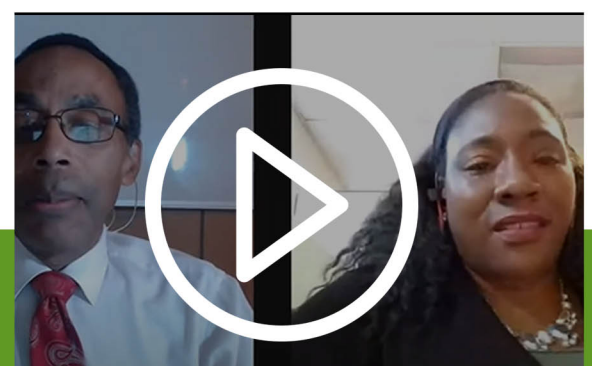
Natalie Robinson Bruner is passionate about serving and educating the community through poverty alleviation and youth development. As the Division Director of Racial and Gender Equity Advancement at YWCA South Florida, Natalie oversees all functional operations and program management of the organization's community and women's programming focused on economic development, global education and social justice leading to racial and gender equity. Through her work, she directly impacts about 350 kids and 1,500 economic empowerment participants throughout Miami to ensure their interactions with YWCA South Florida positively shapes their future.



Prior to joining YWCA South Florida, Natalie served as the Director of the STEM Gateway Program at the University of New Mexico in Albuquerque. In this position, she managed a \$3.7 million grant to help improve graduation rates for more than 20,000 students, created programs that introduced students to STEM careers, restructured courses with professors, collaborated with other institutions and spoke as an advocate for equitable opportunities in education to develop policy that impacted under-resourced students. Natalie holds a bachelor's degree in microbiology with a minor in chemistry from the University of Florida, a master's degree in public administration from the University of Central Florida and is pursuing a doctorate in educational leadership from the University of New Mexico. The passion of her heart came when Natalie founded GladED Solutions where she trains and coaches leaders to better engage their workforce leading to a greater impact and more revenue.

POTENTIAL INTERVIEW QUESTIONS

- What is burnout? And what is the impact of burnout on an organization?
- What causes burnout?
- How do I know if my staff, or I, are burnt out?
- Who is impacted by burnout?
- What organizational state should I be working towards?
- What do I need to do to engage my employees?
- What does DEI have to do with employee engagement?
- How can I develop leaders to support employee engagement?
- What can employees do to reduce their level of burnout? Become engaged?



SPEAKING ENGAGEMENTS:

- Broward College Justice Training Series
- Conference Keynote Speech on the Imposter Syndrome
- Conference Keynote Speech on STEM needs for Students of Color
- Crossing the Finish Line: Graduating and Retaining our Students
- Employee Engagement Training Series
- Diversity, Equity and Inclusion Training Series
- How to Succeed in STEM Speech
- Issues and Answers Interview on KCHF-TV
- Leadership Development Training Series
- MBTI within a Team Training
- Mentoring Research Presentation
- Soft Skills Training Series
- South Florida Roundup Interview on WLRN
- The Essentials of STEM Persistence Speech
- United Way Panel on the Economic State of Women
- WLRN Interview on The Year Since George Floyd's Death



EMPLOYEE ENGAGEMENT FOR GREATER IMPACT AND INCREASED REVENUE

Within our organizations, the workload never seems to end. A new project was always on the horizon without the completion of previous tasks. There is an expectation that staff are available or willing to work outside traditional business hours without pay, regularly. However when employees are engaged, they are more likely to invest in the work they do which leads to a higher quality of work produced. Engaged organizations have double the rate of success compared to less engaged organizations, according to Harvard Business Review. Employees who are engaged are more involved and work harder, while disengaged employees are likely to only do the bare minimum to get by. This holds true for organizations across multiple industries, including healthcare organizations or factories.

HBR also found that organizations which scored higher in employee engagement reported 48% fewer safety incidents and 41% fewer patient safety incidents. According to a Gallup poll (2020), 54% of workers are "not engaged" meaning they are psychologically unattached from their work and company. To improve productivity, retention, impact and revenue; employee engagement must become a key focus for your organization's success. GladED Solutions will present our Burnout to Engagement© framework for an implementable framework to help leaders and managers quickly see improvement.

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