

**Promoting civility and
self-care in the
workplace.**

THE RENEWAL
Workshop & Seminar



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Renewal Seminars and Workshops help groups and individuals improve, promote, model, and support workplace collegiality, leadership, wellness, and advocacy.

What Is Workplace Morale?

Discussions of workplace morale often focus on pay, job duties, or job satisfaction. However, more recent research reveals that these traditional issues are only part of the discourse, and that low morale is an **experience driven by workplace behaviors and enabled by numerous systems and practices.**

Employee experiences reveal the prominent causes of reduced workplace morale are:

- Leadership styles
- Interpersonal communication styles
- Organizational change
- Job creep or mission creep.

Reduced morale results in several consequences for organizations, including:

- Reduced employee productivity
- Increased employee absenteeism
- Decreased employee mental and physical wellness.

The Renewal Seminar and The Renewal Workshop creates spaces for employees and formal leaders to reverse these experiences and related impacts.

The Renewal Seminar

Offered in two-hour time slots, Seminars guide small groups through on-site targeted discussions designed to increase their awareness of the development and outcomes of low-morale experiences. Pre-assessments and reflective prompts allow attendees to:

- Evaluate barriers to improving workplace morale and
- Identify and consider behaviors that increase workplace wellness and civility.

The Renewal Workshop

Offered in four-hour time slots, Workshops are designed for organizations ready to intentionally support long-term positive changes for their employees. Deep reflective pre-work allows attendees to engage in on-site

- Discussions on workplace morale experiences;
- Identification of systemic and occupational barriers to increasing workplace morale; and
- Community participation in creating, & promoting workplace wellness and civility.

Attendees Say...

"After this seminar, I better understand how [my co-workers] experience low morale and how I can help reduce it."

"I will be modeling [positive] behaviors and setting standards. This was wonderful - I would have loved an even longer workshop!"

Kaetrena Davis Kendrick, M.S.L.S. Seminar & Workshop Facilitator

Author of the touchstone study, "The low-morale experiences of academic librarians: A phenomenological study," Kendrick's mission is to inspire authentic collegiality, and to promote well-being, share the gifts of creativity, and cultivate empathetic, engaged leadership in the workplace.

She earned her professional degree from the historic Clark Atlanta University. In 2019, she was named Academic/Research Librarian of the Year by the Association of College & Research Libraries. Contact her for a Renewal Seminar or Workshop prospectus and booking for your organization.