

# THE FUTURE OF TEAMING IS HERE

## HealthyTeamSummit



# 2025

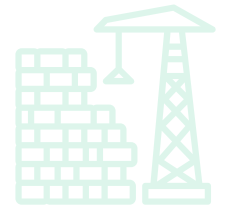
*sponsored by*



**THE FUTURE  
OF TEAMWORK**  
Presented by LEAD3R.

**LEAD3R™**

# GREAT TEAMS AREN'T BORN. THEY'RE BUILT.



In today's rapidly evolving world of work, where disruption, AI, and burnout collide, one truth remains: **human energy is your greatest competitive advantage.**

That's why LEAD3R launched the Healthy Team Summit – to help teams not just survive change, but thrive through it. This immersive, hands-on experience equips full teams to recharge, realign, and reignite how they work together.

This isn't a talking-heads conference. It's a full-contact lab for the future of teams.

## WHAT IS A HEALTHY TEAM?

A Healthy Team is one that is energized, connected, and equipped to perform at a high level – together. It's defined by four core dynamics:

- **C**ompetence – A shared ability to deliver
- **C**onfidence – Trust in each other and the mission
- **C**ommitment – Ownership of shared outcomes
- **C**amaraderie – Joy and connection in the way you work



Healthy Teams restore energy, respond to uncertainty with confidence, and elevate everyone on them. They don't just get things done – they do it with intention, clarity, and collective momentum.

# WHY THIS SUMMIT, WHY NOW?

LEAD3R created the Healthy Team Summit to meet a growing challenge:

***Teams are struggling – not because they lack talent, but because they lack tools, energy, and alignment.***

Since COVID, intact teams have grown closer, but often at the expense of collaboration across functions. Productivity is slipping. Burnout is rising. And traditional leadership tactics aren't cutting it.

The Healthy Team Summit was born out of a belief that the future of work won't be won by software; it will be shaped by how teams show up, team up, and lift each other up.

***This is the moment to invest in your people.***

## WHAT TO EXPECT

- Immersive Team Labs – Rebuild team trust and energy through live, hands-on collaboration
- Keynotes & Inspiration Doses – With Admiral John Richardson, Maggie Jackson, Paul Troiano, and more
- Playground Demos – Test new tools from partners like Arist, Aktivo Labs, and Mystery Trip
- Collective Confidence Reveal – First-look research on what makes high-performing teams thrive
- Optional Evening Social – Light bites and networking

## WHO SHOULD ATTEND

- Cross-functional teams seeking stronger alignment, faster collaboration, and reduced friction
- Project teams navigating complexity, change, or high-stakes delivery cycles
- Functional teams (e.g., Finance, R&D, Sales, HR) aiming to build trust, clarity, and sustainable performance
- Newly formed or restructured teams ready to accelerate connection and cohesion
- Established teams that are “fine” but want to reignite purpose, energy, and momentum
- Teams experiencing burnout or silos and looking to reset how they work together

# TEAMING HAPPENS ... EVERYWHERE

Teams aren't just a box on an org chart – they're any group of people coming together with a **shared purpose**. A "team" can take many forms, inside the workplace and beyond it. Whether driving a business goal, shaping community impact, or supporting each other at home, healthy teaming is about alignment, trust, and momentum.

Here are the many faces of a team:



## WORKPLACE TEAMS

- **Cross-functional & project teams:** Aligning quickly to deliver results in complex or high-stakes environments.
- **Functional or departmental teams:** Building trust, clarity, and sustained performance.
- **New or restructured teams:** Accelerating connection and shared purpose.
- **Established teams:** Reigniting energy, momentum, and commitment.
- **Teams under strain:** Addressing burnout, silos, or stalled collaboration.

## BEYOND THE WORKPLACE

- **Community, volunteer & advocacy groups:** Uniting around shared passion and impact.
- **Sports & recreational teams:** Building trust, communication, and shared achievement.
- **Family & household teams:** Strengthening relationships, cooperation, and resilience.
- **Mentorship, networking & alumni groups:** Fostering growth, belonging, and collaboration.

No matter the setting, teams thrive when connection is strong, purpose is clear, and everyone's contributions are valued.

# EXPERIENCE THE HEALTHY TEAM SHIFT

- Meetings feel draining and transactional
- Team members unclear on priorities or roles
- Trust is inconsistent or lacking
- Change triggers burnout or avoidance
- Leadership feels lonely and reactive
- Performance feels like a grind

TRADITIONAL TEAM "WORK"

- Collaboration is energized and purposeful
- Team members are aligned around shared goals and expectations
- Teams recommitted to psychological safety and each other
- Team members respond with confidence and curiosity
- Leaders are energized, equipped, and connected
- Performance feels sustainable – and even joyful

HEALTHY TEAMING

## WHY EVERY TEAM SHOULD ATTEND

- **Activate Your Existing Team:** You don't need new headcount – you need new habits. Learn "work outs": short, powerful practices that spark energy, trust, and alignment.
- **Get Immediate ROI:** Poor collaboration and meeting overload cost teams hundreds of hours a year. We help you reclaim that time and turn dysfunction into momentum.
- **High Impact, Low Time Investment:** One day with your team = less friction, clearer priorities, and better relationships.
- **Walk Away with Tools That Stick:** You'll return with plug-and-play practices that embed into your weekly rhythms.
- **Learn From World-Class Experts:** Speakers include former Navy CNO Admiral John Richardson, award-winning journalist Maggie Jackson, and top leadership advisors from Nike, Google, and Pfizer.
- **Join a Community, Not Just an Event:** The Summit is the start of an ongoing ecosystem of bold leaders co-creating the future of teamwork.

# 2025 AGENDA\*

8:30-9:00 am - Opening + Welcome

9:00-9:45 am - Keynote: Admiral (Ret.) John Richardson

9:45-10:45 am - Collective Activity: The "Either/Or" Debate About the Future of Teams

10:45-11:15 am - Break

11:15am-12:00pm - Inspiration Doses: Michael Ioffe and Paul Troiano

12:00-2:00-Teams Playground + Lunch

- Arist
- The LEAD3R Lounge
- LEAD3R Library
- Mystery Trip Minute to Win It

2:00-2:45 pm - Fireside chat w/ Dane Groeneveld: Maggie Jackson

2:45-3:30 pm - Collective Activity: Future of Teams Research (Collective Confidence) + Menti

3:30-4:00 pm - BREAK

4:00-4:45 pm - Inspiration Dose: Garry Ridge

4:45-5:15 pm - Collective Activity: 500 Takeaways in 5 Minutes

5:15-5:30 pm - Close

5:30-7:00 pm - Light Bites and networking

*\*Based on feedback, the 2026 Healthy Team Summit was expanded to 1.5 days*

# YOUR HEALTHY TEAM GUIDES



**DAVID BERGERON**

*Inspiration Dose, LEAD3R Library*

David Bergeron is a dynamic, visionary leader and mentor with over 12 years at EverybodyFights, where he currently serves as COO. He excels in building high-performing teams, strengthening corporate relationships, and driving growth through innovative wellness programs, operational efficiency, and enhanced customer satisfaction.



**DANE GROENEVELD**

*Facilitator, LEAD3R Library*

Dane is the CEO of LEAD3R and host of The Future of Teamwork podcast. A seasoned global executive, he has led high-growth businesses through transformational change and acquisitions. Dane is passionate about unlocking human potential and reimagining how teams lead, grow, and thrive in today's complex world.



**MICHAEL IOFFE**

*Inspiration Dose, Playground Partner*

Michael is the co-founder and CEO of Arist, the leading AI-powered training platform used by organizations like WHO, HP, and Takeda. A Forbes 30 Under 30 honoree and Thiel Fellow, Michael is the youngest CEO in enterprise learning and a recognized innovator in fast, effective employee enablement.



**MAGGIE JACKSON**

*Keynote, LEAD3R Library*

Maggie is an award-winning author and social critic whose latest book, *Uncertain*, explores the power of not-knowing in today's complex world. A former columnist and foreign correspondent, her acclaimed work has sparked global conversations on attention, uncertainty, and digital well-being. She's a sought-after speaker and thought leader worldwide.



**KURT LANDON**

*Facilitator, LEAD3R Library*

Kurt is Chief Talent Officer at LEAD3R, a seasoned executive coach, and founder of Enspira (acq. by LEAD3R). With 30+ years in global leadership roles at companies like Pinterest and Pfizer, he helps leaders and teams navigate complexity, accelerate performance, and build enduring, people-centered cultures.



## **DR. ANDRÉ MARTIN**

*Facilitator*

Dr. Martin is an organizational psychologist, leadership advisor, and author of *Wrong Fit, Right Fit*. With 20+ years at Nike, Google, Target, and more, he helps organizations build cultures and teams that align with how people truly work—boosting engagement, performance, and sustainable success.



## **JOHN RICHARDSON**

*Keynote, LEAD3R Library*

Admiral Richardson is a retired four-star Navy officer and former Chief of Naval Operations, where he led 600,000 personnel and oversaw global operations. A decorated submariner and nuclear expert, he held key leadership roles including naval aide to the President. Now, he serves on major corporate boards and advises on leadership and national security.



## **GARRY RIDGE**

*Inspiration Dose, LEAD3R Library*

Garry is a globally respected leader, author, and culture coach, best known for his 25 years as CEO of WD-40 Company. Now leading The Learning Moment, he helps organizations build high-trust, high-performance cultures. His book, *Any Dumb-Ass Can Do It*, shares practical leadership lessons rooted in humility and growth.



## **MARIA SCARANGELLA**

*LEAD3R Library*

Maria Scarangella, MBA, PCC, SHRM-SCP, is a seasoned executive and leadership coach. After a 37-year GEICO tenure overseeing a \$2.5 billion P&L and major talent initiatives, she now leads Scarangella Consulting. She delivers 10× ROI through strategic talent and leadership development for diverse clients.



## **PAUL TROIANO**

*Inspiration Dose, LEAD3R Library*

Paul is an artist, entrepreneur, and philanthropist known for blending creativity and business across music, tech, hospitality, and real estate. He co-founded TEDxPortland, Starve Ups, and the RAINMaker Fund, and currently serves as Co-Founder and President of Metrognome, a national network of music rehearsal spaces.

# PLAYGROUND PARTNERS



Arist is an AI-powered microlearning platform that turns training content into short, text-based lessons delivered via SMS, Slack, Teams, or WhatsApp. Backed by Stanford research, Arist makes learning fast, accessible, and effective—earning 90%+ learner satisfaction and trusted by leading organizations to boost engagement and results.



Aktivo Labs is a digital health tech company that helps organizations boost employee well-being using real-time data and behavioral insights. Through tools like the Aktivo Score® and Aktivo Mind, they promote healthy habits and reduce chronic disease risk—supporting better performance across physical, mental, and financial health.



Mystery Trip designs custom, surprise-based team-building experiences that keep participants in the dark until the moment they arrive. With over 14 years of experience, they help companies build trust, connection, and culture through unforgettable, curated adventures that spark energy and break down workplace barriers.



The LEAD3R Library at the Healthy Team Summit invites attendees to “check out” inspiring minds for real conversations. Through intimate 1:1 dialogues with diverse voices, participants go beyond soundbites to uncover fresh perspectives. Rooted in storytelling, it sparks empathy, challenges assumptions, and builds authentic connections that fuel healthier, stronger teams.



The LEAD3R Lounge is an immersive summit experience designed to spark authentic connection. Through science-backed questions, attendees move beyond small talk to uncover teammates' values, stories, and quirks. Rooted in research and driven by curiosity, it fosters professional intimacy that builds trust, fuels psychological safety, and powers thriving teams.

# FOUNDATIONAL MEMBERS

Foundational Partners play a defining role in shaping the future of team performance. As early collaborators in the Healthy Team Summit, these visionary organizations work directly with LEAD3R to co-design content, influence the research agenda, and amplify the Healthy Teams movement.



Deciphera is a biopharmaceutical company focused on discovering, developing, and commercializing novel kinase-inhibiting therapies that tackle drug resistance in cancer. Their proprietary switch-control kinase platform underpins a diverse pipeline, including FDA-approved QINLOCK™ and romvimza™, aimed at improving patient outcomes in oncology.



Vertex Pharmaceuticals is a Boston-based biotechnology leader dedicated to creating transformative therapies for serious diseases, with a special emphasis on cystic fibrosis, sickle cell disease, and pain. The company has pioneered cystic-fibrosis treatments like Trikafta and launched the CRISPR-based Casgevy gene therapy, continuing its mission to invest boldly in science and patient care.



BlueRock Therapeutics is a clinical-stage biotech company developing engineered cell therapies to replace damaged cells and treat degenerative diseases. A subsidiary of Bayer, BlueRock leverages its cell+gene platform to advance therapies in neurology, cardiology, and ophthalmology, including its lead program for Parkinson's disease.



Teva Pharmaceuticals is a global leader in generic and specialty medicines, dedicated to improving health and increasing access to essential treatments. With a presence in over 60 markets, Teva delivers high-quality medicines to millions daily, focusing on generics, innovative therapies, and biopharmaceuticals that address unmet patient needs worldwide.



Terry Therapeutics is a biotech startup pioneering AI-driven small-molecule drug discovery through an integrated platform that merges ultra-high-throughput experimentation, generative AI, biology, chemistry, automation, and nanotechnology. By generating massive, purpose-built chemical datasets and iterative experimentation, they aim to make drug development faster, more precise, and cost-effective.



The Future of Teamwork podcast is hosted by Dane Groeneveld. This weekly podcast dives into the art and science of effective collaboration. Each episode features candid conversations with industry leaders, unpacking the dynamics behind successful (and struggling) teams. Through practical insights and real-world examples, it offers guidance on building high-performing, human-centered teams in today's evolving workplace.



# THE FUTURE OF TEAMWORK

Presented by LEAD3R

Hosted by LEAD3R CEO Dane Groeneveld, *The Future of Teamwork* has become a dynamic listening lab for what's next in how we lead, collaborate, and thrive at work. With over 100 conversations featuring pioneers, thinkers, and builders from across industries, the podcast has explored the very forces shaping modern team dynamics – uncovering the mindsets, rituals, and systems that help (or hinder) healthy performance.

These candid, cross-disciplinary conversations have directly informed the Healthy Team Summit, laying the foundation for key principles like trust over hierarchy, energy over efficiency, and connection over control. More than just content, the podcast has become a catalyst for change – fueling the frameworks, insights, and experiential design behind the Summit.

Together, The Future of Teamwork and the Healthy Team Summit are helping leaders build the kind of teams the future demands: human-centered, resilient, and ready for what's next.

Listen weekly on your favorite streaming service!

## PAYING IT FORWARD

LEAD3R and The Future of Teamwork are proud to donate 10% of Summit Revenue to TeamUP Foundation.

The TeamUP Foundation supports inclusive team development programs for underserved communities and youth. By investing in the summit, attendees also help expand access to the transformative power of healthy teams.

### TeamUP Foundation

#### Recently supported organizations:



GARRETT HICKS FOUNDATION



SOLES & SOULS  
Turning shoes and clothing into opportunity