



Mattering Mindset Introduction

Today, we are joined by the team from Four Simple Words, a company built on a simple belief: that people do their best work when they know they matter. Their signature work, the Mattering Mindset, helps leaders answer one question that changes everything: *How do people feel in my presence?* Today, we will start building our answers. This morning, we are learning with and from:

Lakhdeep Singh Dhaliwal (he/him)

Lakhdeep Singh Dhaliwal has spent most of his life figuring out what it means to belong in a room, and what it costs when you don't.

Lucky has been a teacher, a college instructor, a community builder, and a soccer coach. He has worked with school boards across North America and sat with multiple organizations, including police services, school boards and municipal governments to talk about dignity, transparency, and what it really means to treat people with respect. He has spent his life being the person in the room where belonging wasn't guaranteed, which is exactly why he understands what it costs your organization when people feel the same way.

His role at Four Simple Words is Mattering Champion. By the end of our time together this morning, we will see that it is not just a title on a card.

Joining Lucky today is Curt Hammond (he/him)

When Curt Hammond was about 10 years old, his grandmother gave him four simple words that he could not shake. He has been trying to live them out ever since, as a father, volunteer, business owner and as someone who has spent years working alongside leaders who want to do better for the people around them.



Curt has started and run two successful businesses and is an active community volunteer. He has worked with Fortune 500 companies, governments and small businesses, which means he brings both theory and scar tissue to today's conversation.

Curt believes most of what goes wrong in our workplaces has a simple fix, and it starts with putting other people first.

His role at Four Simple Words is Service Champion. By the end of our time together today, he hopes you will want to add that same title to your LinkedIn profile.