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- **Staying relevant is a major challenge.** 40% of employees said that their top concern was their position changing or becoming obsolete—far more than the number who answered economic uncertainty or layoffs ([SAP](#)).
- **Dealing with a toxic company culture.** 78% of employees say negative attitudes are extremely debilitating to team morale and 27% say it decreases productivity ([Fierce](#)).

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"The key to successful leadership today is influence, not authority."

~ Ken Blanchard

"Patience, persistence and perspiration make an unbeatable combination for success."

~ Napoleon Hill

Books Authored by Joel A. Garfinkle

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Garfinkle Executive Coaching - The top online resource for creating fulfillment at work.
Recognized as one of the best: Acknowledged as one of the top 50 executive coaches in America.
Global Gurus named Joel #15 on its list of [top 30 global coaching experts](#).

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