

REALITY-BASED LEADERSHIP



Ana Martos

Speaker, Director of Operations

Bilingual Speaker with a Master Degree in International Business

Ana Martos is vibrant speaker who brings a fresh, international perspective to Cy Wakeman's Reality-Based philosophy. **As the very first Spanish – English certified Reality-Based Facilitator**, Ana has created a new opportunity to bring the Reality-Based message to both English and Spanish speaking leaders. She holds a Masters degree in International Business from the University of Derby, England and a Bachelor's Degree in International Business and Finance from Escuela Internacional de Gerencia, Spain.

It may be shocking to hear, but Ana's leadership journey began at the tender age of 9 years old. First-born to a farming family in the agricultural capital of Europe, Almeria, Spain, Ana was thrown into leading teams by her father under the tough conditions of the greenhouses her family owned. Little did she know, it was the uneven tides of leadership she experienced in Europe's 'sea of plastic' that would set the foundation towards the type of leader Ana would become – **one that focused on results by consistently helping her teams succeed in spite of the facts.**

A struggling Spanish economy and a master's degree opportunity led Ana to England, eventually working in a finance credit team for a large retail company. Interested in developing her skillset, she attended a leadership conference in which Cy Wakeman spoke of leading teams through a new leadership lens – one that, unlike conventional leadership practices, actually produced results by focusing on personal accountability to restore peace and sanity to the workplace. Cy's message had a profound impact on Ana in her second language – and **immediately she knew that people needed to hear this in her first – Spanish!**

What once started as a small conversation following that conference in England has now manifested itself into Reality-Based Leadership's revolutionary new program for the Spanish-speaking world. Ana immediately jumped at the challenge to **translate much of Cy Wakeman's content from English to Spanish, opening up the doors for a whole new set of leaders to hear the Reality-Based message!**

Today, she is a full-time member of Cy Wakeman's team and a certified facilitator handpicked to deliver the Reality-Based message in both Spanish and English. Her unique background and international experience combine with her infectious energy to create a dynamic learning opportunity that inspires. **The results seen from her facilitation of Cy's programs are undeniable and audiences consistently rank her programs as one of the best they've ever seen.**

Ana has worked with organizations such as US Census Bureau, AMC Theatres, Silver Oak Wine Cellars, LLC., Flight Center Travel Group, Masonic Homes of Kentucky, Inc., Pigott, Heart of the Rockies Regional Medical Center, Association of Critical Care, California Public Defenders Association, Providence St. Vincent Medical Center, Hanapin Marketing and Neil Hoosier & Associates among others.

Most Requested Program Topics

Reality-Based Leadership™: Ditch the Drama, Restore Sanity to the Workplace and Turn Excuses into Results

These are challenging times in our businesses today. In leadership, we must become willing to admit that the ways in which we have taught leaders to lead over the years is simply not working. These times are calling for a new type of leader, one who can bring peace, sanity, and results back to the workplace! In this session, Ana rocks audiences as she teaches the key principles of her new wave of Reality-Based Leadership™.

Reality Based Rules of the Workplace – Know What Boosts Your Value and Will Make You Happier at Work

The employed have never been less satisfied with their lot. Tough economic times have left fewer people to do the same amount of work. Jobs that employees used to love have become overwhelming; jobs employees never loved have become intolerable. Employees have come to believe that suffering is now part of working life, and they are suffering more than ever.

In this session, Ana introduces Cy Wakeman's Reality-Based Rules of the Workplace and shows employees mind-shifting strategies to move themselves from feeling dejected and undervalued, even hopeless, to an entirely new perspective and a whole different way of approaching their reality to become calm, creative, results-driven, and reality-based.

Business Readiness – Ensuring Our Teams are Ready for What's Next

In this high energy session, Ana will help leaders understand their heightened responsibilities in delivering teams and talent that are ready for what's next along with strategies to ensure that teams able to quickly adapt and change and deliver on the needs of the organization to provide relevant, high-value, services in even mature markets. After all, change is only hard for the unready.

Hardwiring Accountability into Your Workforce

Everyone is talking about accountability but few organizations are actually successful in ensuring that personal accountability is hardwired into their talent and everyday business operations. Join Ana as she breaks down the core competency of personal accountability and gives you no nonsense, workable strategies to hire for, coach for, and develop for accountability in your workforce! After all, personal accountability is the foundation of Reality Based Leadership™ – a revolution in leadership.

No Ego: How leaders Can Cut the Cost of Drama, End Entitlement and Drive Big Results

Recent research conducted by our company in conjunction with the Futures Company, has discovered that rather than driving performance and creating efficiencies for the organization, conventional leadership strategies and philosophies are actually fueling drama in the workplace. In fact, research indicated that under currently prescribed leadership philosophy and strategic best practices, up to three months per year of each employee's time - potentially billions of dollars annually in the U.S. alone – is wasted in drama. In this session, Ana proposes a radically different approach to core leadership philosophies such as engagement, change management, and accountability. Join Ana as she calls leadership professionals to redefine HR and leadership with science and research and to teach leaders strategies and tools that will actually work in their modern workplace.

Video Clips



Change

In this keynote clip, Ana shares a different approach when it comes to dealing with change in the workplace. For years there has been a belief that change is hard, but you'll learn after this talk that change is actually only hard for the unready.

<https://youtu.be/-Pkwu6yAVLY>



Personal Accountability

In this video, Ana presents to a group of leaders on Reality-Based Leadership and the New Value Equation. She reveals how emotional expensiveness is the biggest factor in the value someone's work adds to the organization and how being a low drama employee can boost your value.

<https://youtu.be/oOfheoEmpSc>



The New Employee Value Equation

In this 2-minute clip, Ana presents to a group of leaders on Reality-Based Leadership and the New Value Equation. She reveals how emotional expensiveness is the biggest factor in the value someone's work adds to the organization and how being a low drama employee can boost your value.

https://youtu.be/Gv_uAYmLkF0

Social Media



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facebook.com/anamcdorr



Ana (Martos-Correa) Dorr



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Reality-Based Leadership

Testimonials

*"Ana presented an interactive session of Reality-Based Leadership at our luncheon and left the group with **tools and techniques they could use immediately** to start chipping away at drama with their teams and **redirecting it towards results**. Her presentation style and the way she mixed in humor **kept the audience engaged** and looking forward to each slide. I found the content extremely **relevant and fresh for the modern workplace**."*

Tonya Mathison, Managing Director at Principal Financial Group

*"I just wanted to take a moment to share my experience regarding Ana's Reality-Based Leadership presentation. I have been in a leadership role for six years, seen numerous presentations and read well over a dozen books that focus on leadership, management, etc. **Ana's presentation was easily one of the best I've seen on the topic of leadership**. Not only was the **material extremely relevant** but it was **presented in a manner that made it that much more interesting and enjoyable**. **Ana's presentation skills are excellent and she is a great representative of your organization. Ana is a gem.**"*

Casey Adams, VP of Independent Living at Masonic Homes of Kentucky

*"Ana was a very **engaging speaker, that used humor, and provided great examples and tools that could be put into practice immediately**. Our audience all found value in the session and concepts."*

Roxanne Shanks, Executive Director, Association of Critical Care Transport

*"We had Ana deliver a Reality-Based Leadership session at our annual management conference this year. The focus of her presentation was coaching employees for success and accountability. **Our attendees found Ana to be an engaging and entertaining speaker and found the content of her presentation to be intriguing and highly relevant**. Typically, our trainings and conferences are industry-specific, but this year, we made an exception, broadening the program to include a session geared, generally, toward helping managers obtain buy-in from high drama employees. This experiment was a huge success! As a presenter, Ana was delightful. She kept our group engaged and entertained."*

Laura Arnold, Deputy Public Defender

*"Ana delivered a closing keynote at our conference that left our attendees with great information on **how to conserve the energy that is lost to drama** each day and **instead put that time and energy towards better results and patient care**. Ana gave **practical tips** to help overcome, what she called our human condition, which causes us to step down during the moments when we could step up the most. Attendees also enjoyed her breakdown of the Employee Value Equation which involved adding in a factor called emotional expensiveness when calculating the value an employee is adding to the cause. This was an **eye-opening session to the cost of drama in the workplace**."*

Tara Clark, Conference Organizer

*"Ana spoke with our group around ditching the drama and Reality-Based Leadership and the content really shined light on many of the challenges that we struggle with each day at work. **She opened our eyes to the cost of drama** and how much it hinders workplace productivity and happiness. She also gave us **practical tools and techniques** that we could put to use **the very next day** with our teams to get better results. The content was **extremely relevant for today's challenging work environments**."*

Mindy Kidney, Membership Chair of Heartland Women's Network

Contact Us



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For information about speaking fees, availability, media interviews, program topics, and all other inquiries, please contact Cy Wakeman's Chief of Staff, Sara Meis at sara@cywakeman.com.



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For questions about our Reality-Based programs and speaking availability and requests, please contact Ana.



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For questions about hiring any of our speakers, program topics, and speaker availability, please contact Sara.



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If you have questions or requests regarding any of Cy Wakeman or Reality-Based Leaders social media content/platforms, please contact Ellie.



Richard Runnels, Solutions Executive

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If you are interested in learning more about the Reality-Check Engagement Survey or requesting a price quote for the survey, please contact Rich.

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