mike knox
Founder & CEO, Mattering Lab

mike has nearly two decades of experience in the talent, team, and leadership development space, where he has helped thousands of individuals and teams achieve their highest potential.

mike earned a B.A. in Psychology & Social Behavior from UC Irvine and an M.A. in Higher Education & Organizational Change from UCLA. He has worked with organizations across industries, but specializes in helping those in the games industry lead more impactfully, collaborate more effectively, and create spaces that are healthier and more inclusive.

When not working, mike spends time with his amazing family, enjoys playing tabletop games and videogames, and dabbles in sidewalk chalk art.

Certifications

- Gallup-Certified CliftonStrengths Trainer & Coach
- Gallup Engagement Champion
- Academy of Brain-Based Leadership accredited S.A.F.E.T.Y. Trainer & Coach
- Dare to Lead Trained
- Franklin Covey Certified Facilitator (7 Habits of Highly Effective People, Leading at the Speed of Trust, Unconscious Bias, & The 4 Essential Roles of Leadership)
- 21-hour Healthy Masculinity Training Institute
- Green Dot Certified Trainer

Services

Mattering Lab helps leaders, teams, and organizations focus on and develop the things that matter most to have a healthy, inclusive, and productive work environment. We do this through any combination of the following:

- **Leadership Training** – customized workshops to build leadership capabilities for people leaders at any level

- **Team Development** – experiences that bring teams together to improve communication, collaboration, care, and productivity

- **Cohort Experiences** – custom development experiences for cohorts of learners to grow as individuals and a collective over time

- **One-on-One Coaching** – Safe and effective one-on-one coaching and thought partnership to develop self-awareness and identify specific action items for growth

Development Topics

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Mattering Lab offers a variety of development topics that can be accessed individually, or in combination, to provide a customized development experience to suit any individual, team, or organization.

Elixir of Power

Elixir of Power: CliftonStrengths Training & Coaching

This interactive learning experience leverages Gallup's CliftonStrengths Assessment for individuals and teams that want to take their contributions, communication, collaboration, and productivity to a new level.

Through a customized program of coaching and training, participants will better understand their own top talents and how they can intentionally apply them to any task.

Why it Matters
- Strengths-based teams are up to 29% more profitable, have up to 19% increased sales, 7% higher customer engagement, and a whopping 72% lower attrition
- Individuals who get to utilize their strengths each day at work are happier, far more engaged, and much more likely to expend discretionary effort for their organizations

The Details
- In-person or virtual training for teams
- Recommended 2-8 Hours (Training can be delivered in a single session or spread out over time)
- One complimentary one-on-one coaching session for each hour of training (additional coaching sessions can be added at additional cost)
- CliftonStrengths Assessment and Reporting options to suit your team's needs

Safety Gear

Safety Gear: Creating a Psychologically Safe Workspace

Using the S.A.F.E.T.Y.™ assessment and a combination of one-on-one coaching and team training, this experience will enable individuals and teams to better understand:

- The impact of psychological safety on team performance
- The nonconscious biases that drive their behavior
- Their individual S.A.F.E.T.Y.™ profile and triggers
- The team's psychological safety needs
- How to support one another's psychological safety

Ultimately, participants will identify and commit to team actions to enhance team psychological safety for everyone

Why it Matters

Teams with high psychological safety benefit from:

- Improvement in health and wellbeing
- Enhanced individual and team emotional intelligence
- More positive exchanges and better conflict resolution
- Improved engagement, motivation and retention
- Enhanced focus, innovation and productivity
- More inclusive and collaborative environments
- Improved workplace happiness, satisfaction and performance

The Details

- In-person or virtual training
- Recommended Minimum 4 Hours (training can be delivered in a single session or spread out over time)
- S.A.F.E.T.Y.™ Assessments for all participants

XP Generator

XP Generator: Level Up Your Team with Coaching

This workshop is designed for leaders, to help you move from manager to coach, so you can get the very best out of your teams.

You will learn what it means to coach, explore coaching strategies you can implement immediately, practice coaching by exploring real life situations you may be grappling with at work, and walk away with practical tools you can use to infuse coaching into your everyday practices.

Why it Matters

The world of work has changed, and the old style of "bossing" our teams simply doesn't work. Workplaces that embrace coaching see:

- Increased trust
- Ongoing employee development and growth
- Better collaboration and communication
- Greater levels of happiness and engagement
- More confident leadership

The Details

- In-person or virtual training
- Recommended 2-4 Hours (training can be delivered in a single session or spread out over time)

Antidote

Antidote: Fostering a Culture of Equity and Belonging

In this workshop, participants will learn to recognize and combat bias at the individual, interpersonal, organizational, and societal levels.

We will identify and articulate our individual connections and commitments to DEI work, learn more about ourselves and others, and explore meaningful policies and strategies that help inoculate us against harmful practices.

Why it Matters
- Your people matter, and everyone should have agency to show up at work as their most authentic selves
- Organizations that focus on the "Business Case" for DEI often fall short of meaningful change and engage instead in performative acts of diversity celebration without true inclusion or equity
- While true that businesses that embrace DEI outperform those that don't, this workshop aims to find a deeper connection to the work that is more authentic, sustainable, and impactful

The Details
- In-person or virtual training
- Recommended 2-8 Hours (training can be delivered in a single session or spread out over time)

Healing Brew

Healing Brew: Defining Healthy Masculinity in the Workplace

Through this workshop, participants will develop a deeper understanding of their own gender identities and how harmful gender norms can negatively impact our workplaces. We will co-construct our own healthy definitions of masculinity, that allow for everyone to show up more authentically, in a space that values diverse gender identity and expression.

Why it Matters

- The games industry continues to be dominated by men and continues to suffer from harmful spaces driven by toxic masculinity in both the workplace and the broader gaming community
- Games are for everyone, and everyone deserves to engage in this community without fear of harassment or harm
- Narrow definitions of masculinity are deeply harmful to men, who deserve to embrace their fullest, most authentic selves

The Details

- In-person or virtual training
- Recommended 2-4 Hours (training can be delivered in a single session or spread out over time)

Chaos Balm

Chaos Balm: Leading Your Team Through Change

This workshop prepares leaders to effectively manage change and help their teams navigate through uncertain times. By understanding the unique needs of followers, leaders can communicate effectively, tell inspiring change stories, and accelerate the success of change within the organization.

Why it Matters

- Change is the only constant, but too often change fails or falters because change management is hard
- Effectively communicating how and why change is taking place smooths the path for progress
- Different team members navigate change differently, so understanding needs positions leaders for success

The Details

- In-person or virtual training
- Recommended 2-4 Hours (Training can be delivered in a single session or spread out over time)

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Contact us for a free consultation at info@matteringlab.com

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