



Overview

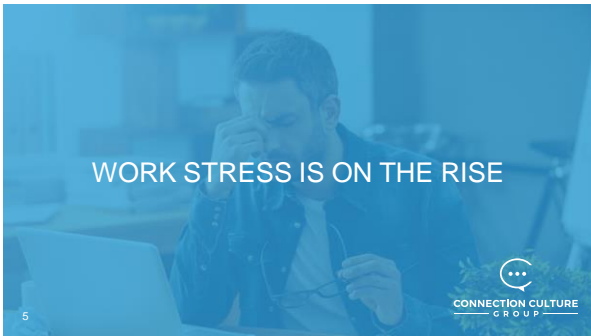
- Introduction: Why Organizations Thrive
- Part 1: Three Organizational Cultures
- Part 2: The Connection Culture Model
- Part 3: The Case for Connection
- Part 4: Ways to Connect

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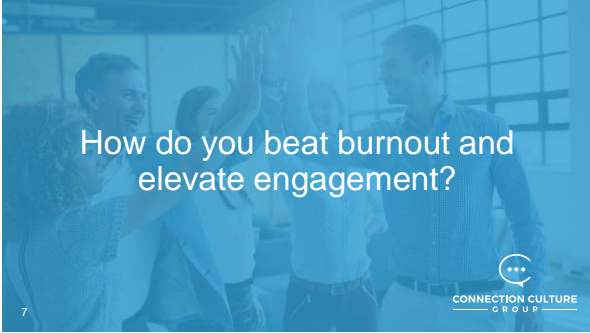
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 Work Stress on the Rise

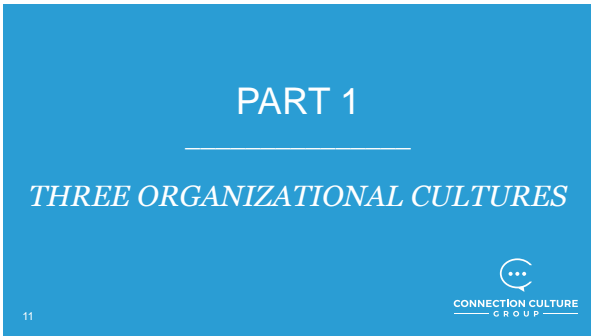
- Job stress is leading source of stress for US adults
- Job stress increased steadily over past few decades
- 2017 study by Aon:
 - 54%: "unusually high" stress level
 - 37%: increased stress over past year
 - 4 out of 5 sources work related
- Leads to burnout, illness & disengagement













THREE ORGANIZATIONAL CULTURES

CULTURE OF CONTROL

CULTURE OF INDIFFERENCE

CONNECTION CULTURE

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CULTURE OF CONTROL

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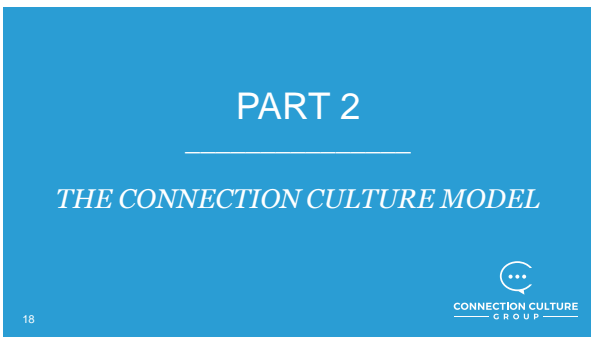
CULTURE OF INDIFFERENCE

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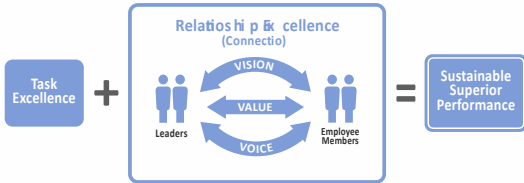
CONNECTION IN ORGANIZATIONS

A bond based on shared identity, empathy & understanding that moves individuals toward group-centered membership.

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Connection Culture Model



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Vision + Value + Voice =
CONNECTION CULTURE

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VISION

When everyone in the organization is motivated by the mission, united by the values, & proud of the reputation.

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VALUE

When everyone in the organization understands the needs of people, appreciates their positive, unique contributions, and helps others achieve their potential.

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VOICE

When everyone in the organization seeks the ideas of others, shares ideas and opinions honestly, and safeguards relational connections.

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PART 3

THE CASE FOR CONNECTION

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Research

- Psychology/Psychiatry
- Neuroscience
- History
- Social science
- Organizational behavior

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The foundation of connection is
ATTACHMENT

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Pre-Wired to Connect

- Brains wired to develop with another's
- Attachment is biologically primed in brain
- Attachment system

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Attachment Relationship

- Stay close – protest separation
- Explore - seek comfort
- Share feeling states (attunement)

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Attachment Styles

- Secure: feeling & coping (58%)
- Anxious: feeling but not coping (17%)
- Dismissing: coping but not feeling (25%)

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ATTACHMENT RESEARCH

Secure attachment = positive outcomes

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CONNECTION CULTURE GROUP

This slide features a blue-tinted background image of a man in a suit sitting at a desk with a computer monitor. The text is overlaid in white.



ATTACHMENT IN LEADERSHIP

Group cohesion
Leader-follower relationships
Follower outcomes
Leadership style
Organizational behavior

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CONNECTION CULTURE GROUP

This slide features a blue-tinted background image of two people in an office setting. The text is overlaid in white.



Competitive Advantage

Connection & Engagement = Results

- 20% more productive
- 87% less likely to leave
- Better results on business outcomes

34 Sources: Gallup, Corporate Executive Board

THE BOTTOM LINE

CONNECTION = THRIVING
Disconnection = Dysfunction

Applies to Individuals & Organizations

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PART 4

WAYS TO CONNECT

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 Connected Leaders

- Communicate an inspiring **Vision**
- Value** people
- Give people a **Voice**

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 Vision

1. Develop an inspirational identity phrase that connects

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 Value

2. Create a Connection Culture committee to help people feel cared for and connected
3. Give employees as much control as possible
4. Create personal development plans
5. Provide training & mentors

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Value

- 6. Practice secure base leadership
 - Stay calm
 - Accept the individual
 - Use listening and inquiry
 - Create sudden influence through timely, powerful messages
 - Focus on the positive
 - Encourage risk taking
 - Inspire through intrinsic motivation
 - Signal accessibility

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Voice

- 7. Listen to employees' experiences & collect regular data on culture, engagement & well being
- 8. Have realistic discussions about expectations, workload, & sustainable productivity

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Value

- 9. Maximize people's core motivations
 - Sign up to get your free MCORE report.
 - Connection Culture Inventory: free for limited number of organizations in our beta test project

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