It's time to...
ELEVATE CONNECTION



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WE THINK SUCCESS IS...

only dependent on the "big stuff"

BUT REALLY IT'S...

the "small" stuff that makes a big difference



Yes, that's me...

Chocolate Chip Cookies

Ingredients

- 2 1/4 cups all-purpose flour
- 1 teaspoon baking soda
- 1 teaspoon salt
- 1 cup (2 sticks) butter, softened
- 3/4 cup granulated sugar
- 3/4 cup packed brown sugar
- 1 teaspoon vanilla extract
- 2 large eggs
- **2 cups (12-ounce package) Semi-Sweet Chocolate Morsels**

verybestbaking.com



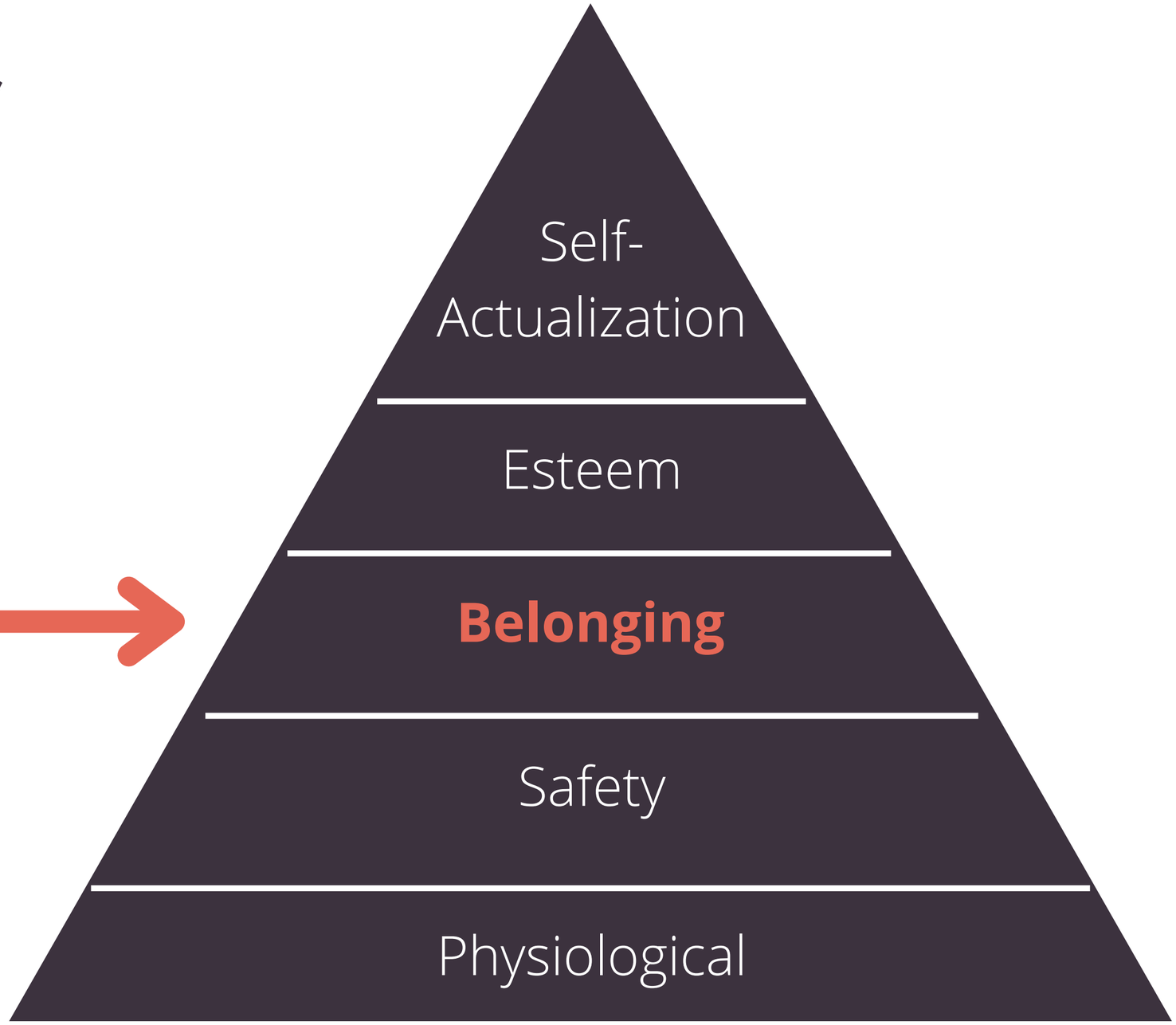
Connection is the often-overlooked ingredient in the recipe for success.

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Why does connection matter?

Hierarchy of Needs



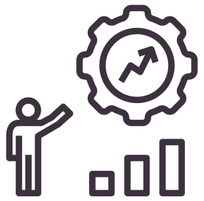


How does this apply to the workplace?

Stronger Connection Predicts...



Feeling empowered



Increased Productivity



Feeling talents are utilized



Belonging & Psych Safety



Feeling opinion matters



Retention

To continue the baking metaphor...

Connection to:

- ✓ Mission/Purpose
- ✓ Leadership
- ✓ One Another



The Bionicles Experiment



We **overestimate** the level to which team members feel connected to the bigger picture, and **underestimate** how important it is that they do.

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Inc. Study

- Executives from 600 companies were interviewed
- They estimated that 64% of employees could list the company's top 3 priorities

"People need to hear the vision **seven times** before they really hear it for the first time."

As a good leader, you must remain consistent in your message."

-Gino Wickman

Leaders carry the torch of connection for their teams.

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It's not enough to simply hire the smartest, most talented, or most experienced team members.

Like puzzle pieces, they need to be connected in order to be effective.

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STAR Analysts & Heart Surgeons





SAY TO THE PERSON NEXT TO YOU

You matter.
I appreciate you.
I value you.
I'm proud of you.



Connection is positively correlated with psychological safety - one of the most significant predictors of individual and team success.

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So how do we elevate connection?

Communication is the driver of energy placement.

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POOR COMMUNICATION

U.K. & U.S. Businesses -$37 billion annually

EFFECTIVE COMMUNICATION

+2X Higher Returns

FEEDBACK

82%

want feedback
whether it's
positive or critical

98%

fail to be engaged
when managers give
little to no feedback

Officevibe.com
@drkellywaltman

The Shredding Experiment



Feedback elevates connection because it demonstrates being tuned into the person and their work - and caring enough to engage in dialogue.

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We have a feedback disconnect...

23%

strongly agree to receiving meaningful feedback

21%

agree their performance is managed in a way that motivates outstanding work

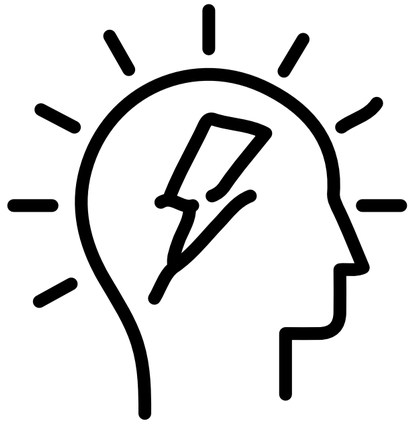
20%

strongly agree they've had a conversation in the last 6 mos to discuss goal attainment

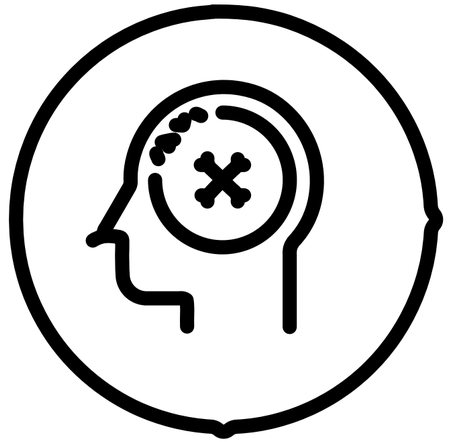
Gallup. (2020) State of the American Workplace Report.


Me & My Parents

Many of us fear (and treat) feedback conversations like a scary monster in the night - hoping that if we just ignore it, it will go away...



Survival Instinct



Negativity Bias

The more we flex our feedback muscle, the more comfortable we become with feedback conversations.

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How do we get started?

RECEIVE FEEDBACK



GIVE FEEDBACK



One of the best ways to begin - start by requesting feedback and receiving it with curiosity.

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Resist the urge to immediately react to feedback.

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FIVE COMPONENTS OF EFFECTIVE FEEDBACK



Safe Space

Timing

Objective

Positive & Critical

Specific

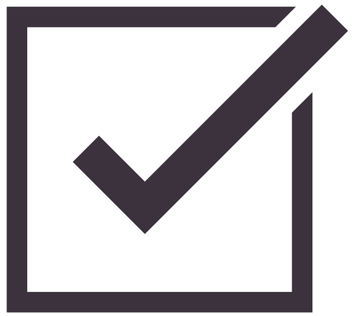
TO BEGIN, FOCUS ON...



Timely



Objective



Specific

"Criticism, like rain, should be gentle enough to nourish a [person's] growth without destroying [their] roots."

-Francis A. Clark

But wait...

there's more...

Elevating connection to others begins with connection to self.

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1995





2020

My BFF - Laura

You can't pour from an empty vessel.

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One-Minute Mindfulness Moment

~20 sec - Relax posture

~20 sec - Breath focus

~20 sec - Body scan



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You matter.
I appreciate you.
I value you.
I'm proud of you.



Thank you!

Let's stay connected!

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