

CREATING AN ENGAGING AND LIFE-LENGTHENING WORKPLACE CULTURE





Presenters



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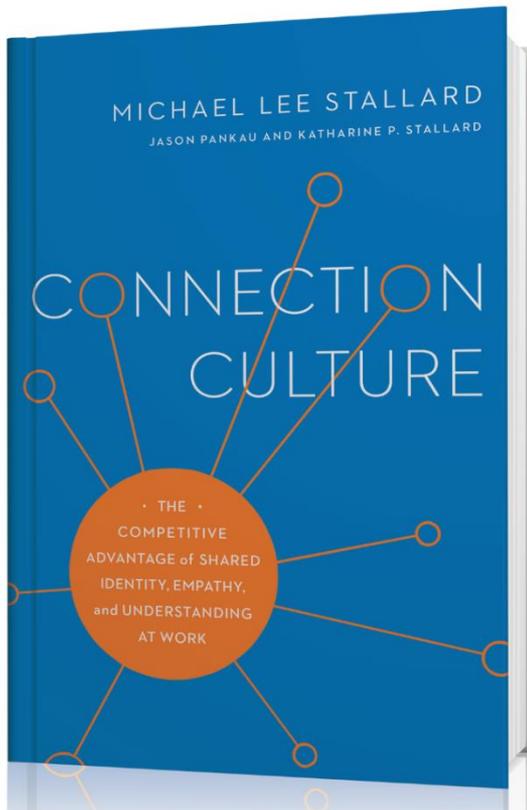
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If we address your question during today's live broadcast, you'll receive a complimentary copy of Michael Stallard's book, ***Connection Culture!***

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Q&A will take place at the end of the webcast. Submit questions any time using your tool tray on the right side of your screen.



LEARNING OBJECTIVES

1. 3 relational cultures in organizations
2. Which culture is life-giving and which cultures drain life out of people
3. 7 universal human needs to thrive at work
4. Which culture attracts, engages, retains Millennials and connects with people at risk for feeling social isolation
5. 10 practices that may lengthen your life



AGENDA

- 1. The Case for Connection**
2. America's Loneliness Epidemic
3. Creating a Connection Culture



CULTURE OF CONTROL



CULTURE OF INDIFFERENCE



CONNECTION CULTURE



POLL

Which cultures have you experienced?

1. Control
2. Indifference
3. Connection



CONNECTION DEFINED

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



RESEARCH AND FINDINGS





STRESS RESEARCH



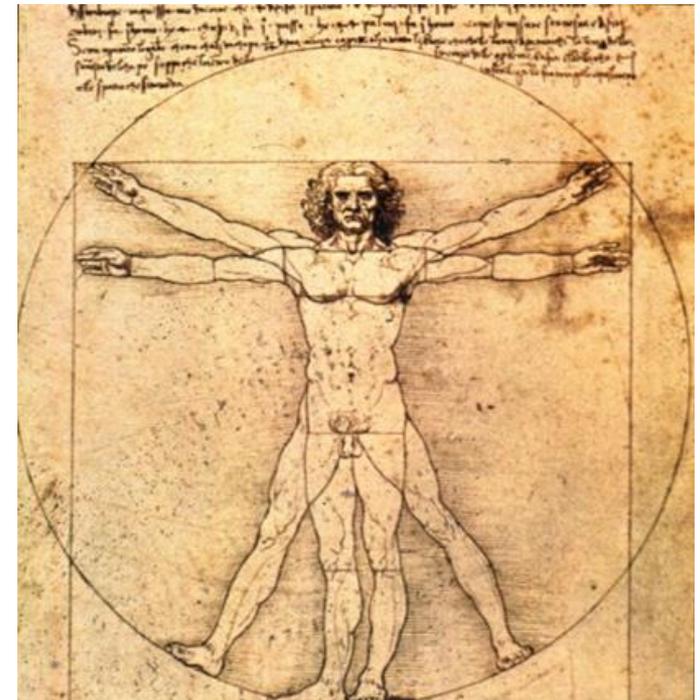
- People with greater connection associated with 50% reduction in early death
- People who are lonely or socially isolated had risk of early death on par with smoking 15 cigarettes/day higher customer metrics. (Holt-Lunstad, 2017)



PSYCHOLOGY RESEARCH

7 Human Needs to Thrive at Work

1. Respect
2. Recognition
3. Belonging
4. Autonomy
5. Personal Growth
6. Meaning
7. Progress





ORGANIZATIONAL RESEARCH

2012 Gallup study, 49,929 work units, 1.4 million employees, 192 organizations across 34 nations found units with higher connection/engagement:

- 21% higher productivity,
- 22% higher profitability,
- 10% higher customer metrics,
- 41% fewer quality defects,
- 48% fewer safety accidents, and
- 37% lower employee turnover



AGENDA

1. The Case for Connection
2. **America's Loneliness Epidemic**
3. Creating a Connection Culture

AMERICA'S LONELINESS EPIDEMIC

- Cigna (2018): >50% of Americans are lonely
- Decline in confidants
- Highest percent of America's living alone
- Lower employee retention
- Productivity push crowded out time for relationships
- Media addiction



AGENDA

1. The Case for Connection
2. America's Loneliness Epidemic
- 3. Creating a Connection Culture**



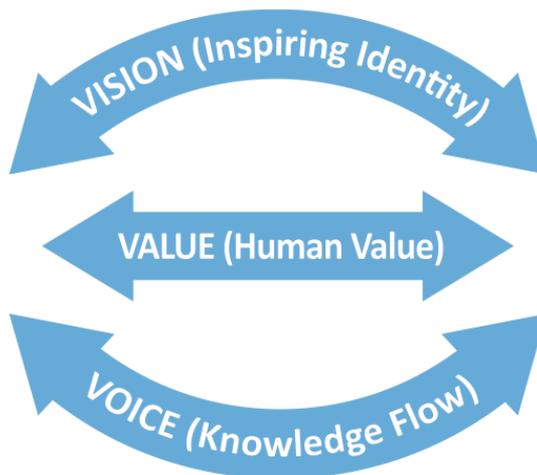
CONNECTION CULTURE

Relationship Excellence

Task Excellence



Servant Leaders



Committed Members



Sustainable Superior Performance



VISION

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



VALUE

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



VOICE

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

5 BENEFITS OF CONNECTION CULTURE

1. Cognitive advantage (Superpower)
2. Employee engagement
3. Strategic alignment
4. Quality of decisions
5. Innovation

= powerful competitive advantage



POLL

How would you describe the culture that you presently work in?

1. Control
2. Indifference
3. Connection



10 PRACTICES TO CONNECT

1. Expect the best of people
2. Personalize your greeting
3. Seek the unique
4. Know their stories
5. Acknowledge people in meetings



10 PRACTICES TO CONNECT

6. Be present in conversations

7. Proactively help others

8. Connect over lunch

9. Be a connection catalyst

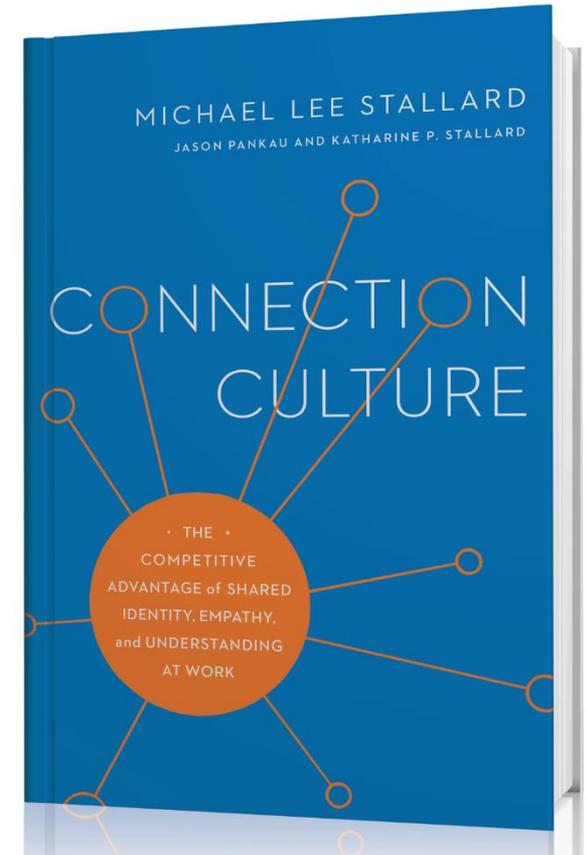
10. Express your thanks

FREE RESOURCES

Email “TERRYBERRY OFFER”

mike@connectionculture.com

- *100 Ways to Connect*
- Sample chapters
- Monthly email with connection ideas



FREE RESOURCES

Check out my blog

www.MichaelLeeStallard.com

The screenshot shows the website for Michael Lee Stallard, a professional speaker and author. The header includes navigation links: Home, About, Hire to Speak, Media and Press, and Contact. Social media icons for Twitter, Facebook, LinkedIn, Google+, YouTube, and RSS are also present. The main content area features a large blue and red logo for "MICHAEL LEE STALLARD" with the tagline "Helping Leaders Create Cultures that Connect" and a portrait of the author. Below this, there are logos for "THE WALL STREET JOURNAL", "Forbes", "SmartBrief", "FOX BUSINESS", and "The New York Times". A horizontal menu contains categories: Connection Culture, Ways to Connect, E Pluribus Partners, Leadership, Career, and Wellness. The featured article is "Protecting Your Employees (and Yourself) from the Stress-Connection Gap", accompanied by a black and white photograph of a busy office staircase. To the right, a sidebar promotes a free eBook titled "100 WAYS TO CONNECT" by Michael Lee Stallard, described as a companion resource to "Connection Culture". It offers a 27-page free copy in exchange for signing up for the "Connection Culture" newsletter, which includes various corporate culture resources.



Questions



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