CREATING AN ENGAGING AND LIFE-LENGTHENING WORKPLACE CULTURE

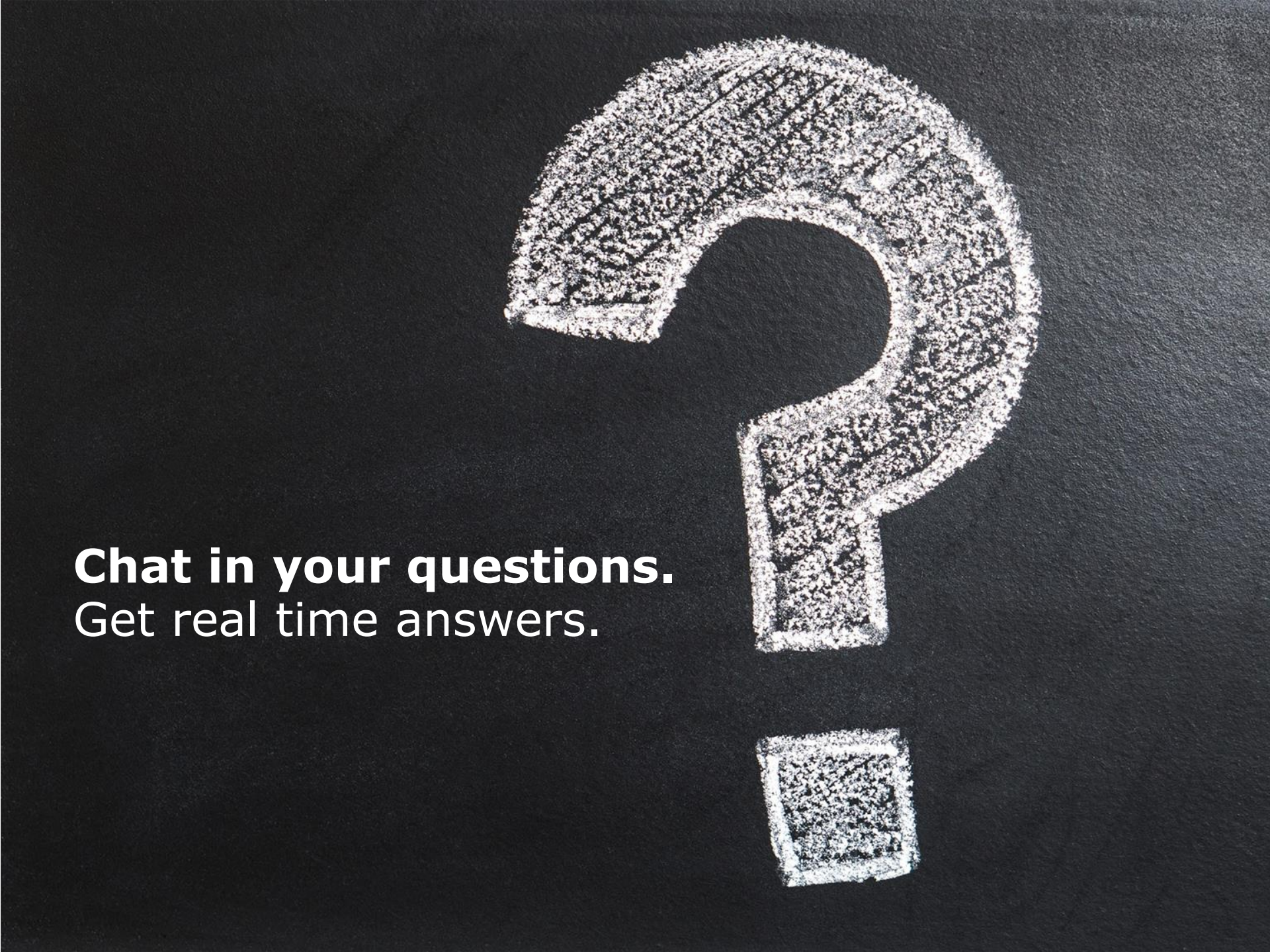
Presenters

Michael Lee Stallard
Cofounder and President
E Pluribus Partners and the Connection Culture Group

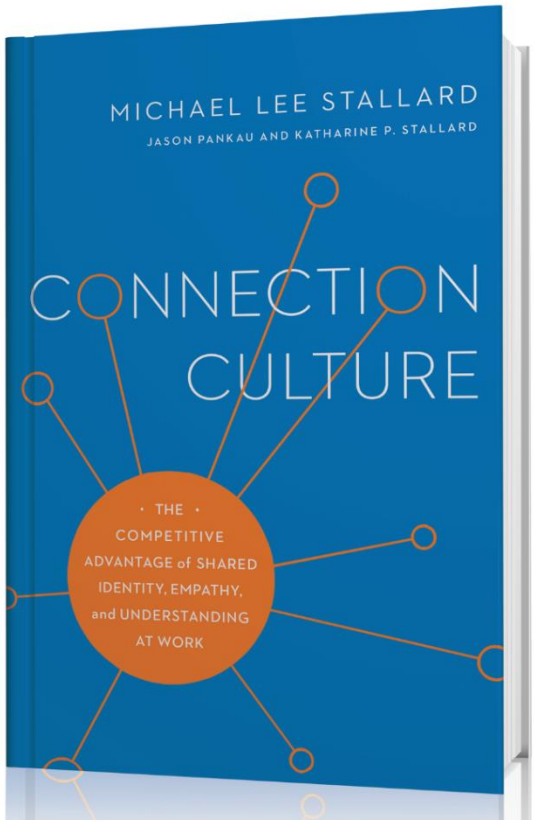
mike@ConnectionCulture.com

Mike Byam
Managing Partner
Terryberry and author of the WOW! Workplace

mbyam@terryberry.com


Chat in your questions.
Get real time answers.

Ask and **Win!**



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

Get involved and ***be recognized***

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

Terryberry

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

Terryberry

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

CULTURE OF
CONTROL

CULTURE OF
INDIFFERENCE

CONNECTION
CULTURE

POLL

Terryberry

Which cultures have you experienced?

1. Control
2. Indifference
3. Connection

CONNECTION DEFINED

Terryberry

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

RESEARCH AND FINDINGS

STRESS RESEARCH

Terryberry

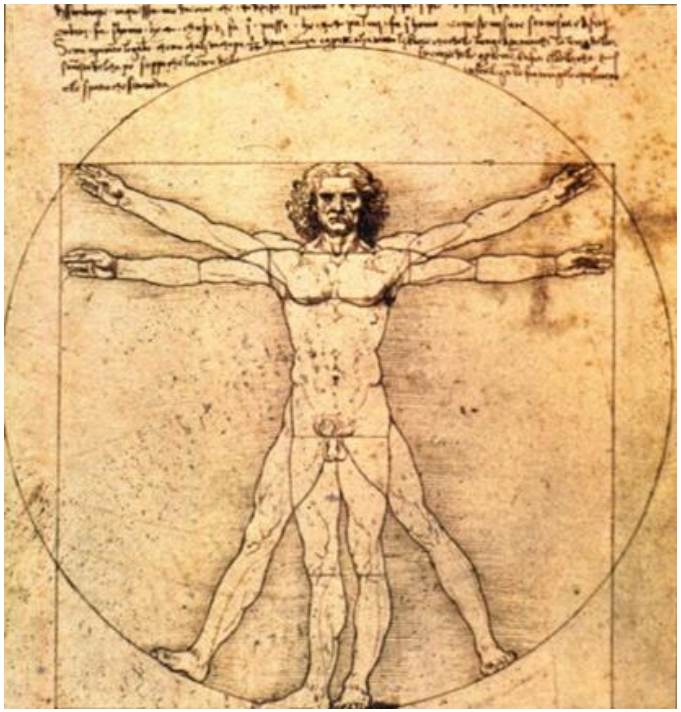
- People with greater connection associated with 50% reduction in early death
- People who are lonely or socially isolated had risk of early death on par with smoking 15 cigarettes/day higher customer metrics. (Holt-Lunstad, 2017)

PSYCHOLOGY RESEARCH

Terryberry

7 Human Needs to Thrive at Work

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



ORGANIZATIONAL RESEARCH

Terryberry

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

Terryberry

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

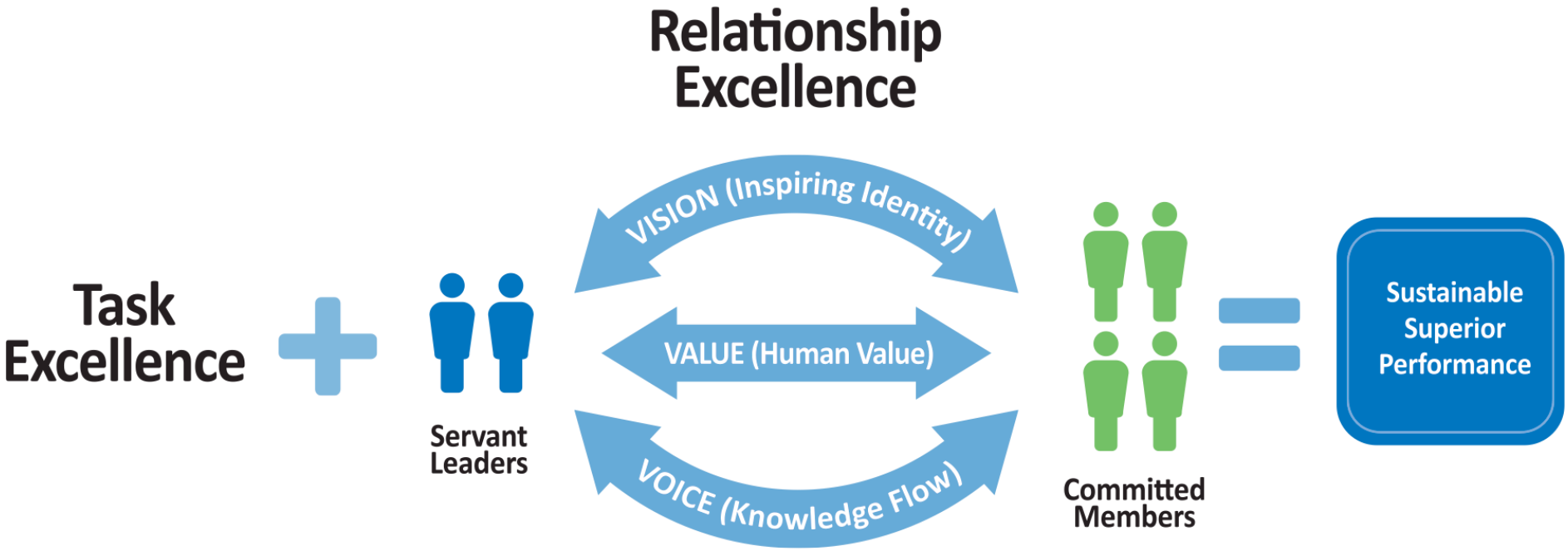
AGENDA

Terryberry

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

CONNECTION CULTURE

Terryberry



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

Terryberry

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

Terryberry

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

1. Control
2. Indifference
3. Connection

10 PRACTICES TO CONNECT

Terryberry

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

Terryberry

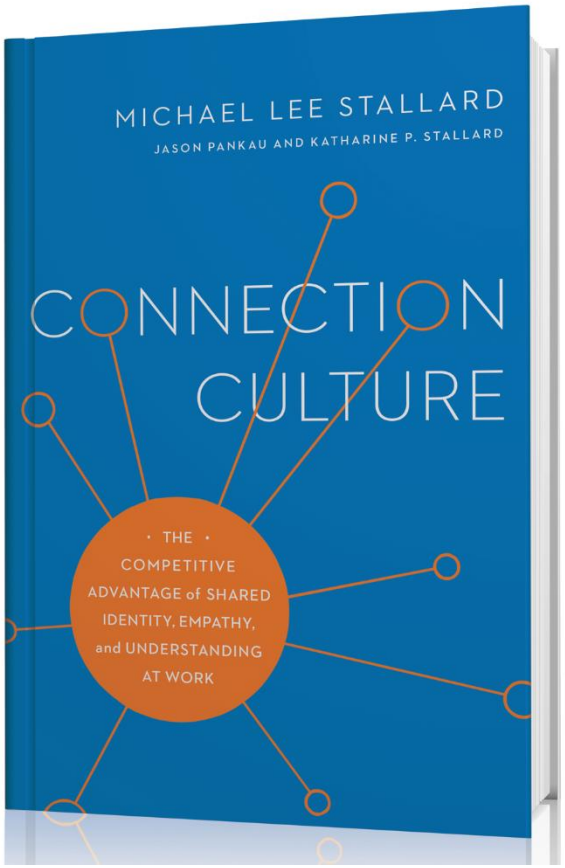
6. Be present in conversations
7. Proactively help others
8. Connect over lunch
9. Be a connection catalyst
10. Express your thanks

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

Questions

Michael Lee Stallard
Cofounder and President
E Pluribus Partners and the
Connection Culture Group

mike@ConnectionCulture.com

Mike Byam
Managing Partner
Terryberry and author of
the WOW! Workplace

mbyam@terryberry.com

Recertification

This program is pre-approved for ONE General **HRCI** Credit, ONE **WorldatWork** Credit and ONE **SHRM** PDC

HRCI ORG-PROGRAM:
353182

SHRM Activity ID:
18-LLZNX

Free Webinars

Best Practices in Employee Recognition

REGISTER TODAY

www.terryberry.com/webinars

Terryberry
Attending SHRM18?
RSVP for Your Free Gift
www.terryberry.com/shrm
See you in Chicago! Booth #837

Recertification

This program is pre-approved for ONE General **HRCI** Credit, ONE **WorldatWork** Credit and ONE **SHRM** PDC

HRCI ORG-PROGRAM:
353182

SHRM Activity ID:
18-LLZNX