

Collaborative Leadership in 2022: Creating and Cultivating Organizational Connectedness

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Agenda

- Engagement v. Connectedness
- The Results of Connectedness
- Things Have Changed
- Collaborative Leadership – One Question
- How to Create a Connected Culture
- The Experiment

Gears or Fingers

Engagement v. Connectedness?

The Chicken Or The Egg?

Connectedness leads to Engagement

Why Worry About It?

Results

We Just Won The Super Bowl!

“We care for each other, and that’s top down. Sean (Head Coach Sean McVay) does a great job of **CONNECTING with all of us as players, leading the way. We follow his lead, and we’re here now”**

Matthew Stafford, LA Rams Quarterback

Louisville Cardinals - 2022 Women's Final Four Team



Interviewer: “What have you found most enjoyable about playing for Coach Walls?”

Kianna Smith (Guard): “The tough love. Coach Walls can really get into us at practice and during games, but off the court, all of that stuff is let go. He really cares about us as PEOPLE, and goes above and beyond for us for stuff off the court. I respect him and his basketball knowledge, and really enjoy playing for him”

2022 NCAA Men's Basketball Champions



Prior to the National Championship game, which Kansas won, even though they were down 15 points with 20 minutes left in the game...

Interviewer: “You’ve heard it said, this may not be Bill Self’s most talented team, but you’d say it’s my most ‘what’ team?”

Bill Self: “I’d say maybe it’s my most together team. I don’t think this is our most talented team...But I don’t think I’ve ever had a team that liked each other more.. I’ve never had a team I think is more **CONNECTED**”

2022 NCAA Football National Champions – UGA (Go Dawgs!)



Skull Sessions

Kirby Smart: “What can we do different to get better? I wanted to try something new. It was going to take everybody buying in....”

Commentator: “Getting closer to their goals, meant actually getting cloer...Smart implemented Skull Sessions; regular small group meetings where players open up about their lives.”

Nakobe Dean: “Skull sessions are for guys to become more CONNECTED on the team. A lot of people opened up and told stories, just being able to know the other person’s ‘why’; what makes them tick”

Stetson Bennett: “It allows the other guys to se you more as a person, not just a football player”

ESPN – January 10, 2022

Poll Question #1

Would you say you have a sense of real ‘belonging’ in your current role?

- Yes
- No

What Now?

Things have changed...

Friends

We were already conditioned for a virtual world, and then, March 2020 happened. And kept happening...

Wall Street Journal, Jan-Feb 2022

“The Off-Site in the New On-Site”, Chip Cutter

“As remote work evolves, the old annual corporate gathering inspires innovative ways to get workers together”

“What will Lure Workers to Stay”, Benoit Morenne

“In many cases, the only thing standing between an employee staying and leaving is a really good manager” – Dorie Clark

“Meet Your New Employees”, Dorie Clark

“...based on their different pandemic experiences (some overloaded with family responsibilities, while others spent way too much time alone), employees now have different social and emotional needs at work”

More WSJ, Jan-Feb 2022

“The Post-Pandemic Office Should Be a Clubhouse”, Nitin Nohria

“ If the primary purpose of an office today is no longer to get actual work done, perhaps it’s better conceived as a place for connection and community. Do we still need desks and cubicles”

“A Generation That May Never Work in an Office. What will that mean for Them?”, Alex Janin

“Many younger people say they always want to work remotely. But researchers say their personal and professional lives may suffer....Working from home can make anyone lonely and anxious, but experts say the effects are more pronounced for younger people”

Who Wants To Drive An Hour Each Way!?

”We won’t be a remote workplace. We need to be with each other. We need to love and care for each other” – Terry Turner, CEO of Pinnacle Financial Partners, 2022

Easier doesn’t always = Better

Poll Question #2

If you are primarily virtual, have you felt a loss of connection and community at work?

- Yes
- No

Buzz Phrase of the Day

Collaborative Leadership:

How can it lead to connectedness?

How can I facilitate collaboration?

Start Here...

That's a REAL Person! Not just a Producer

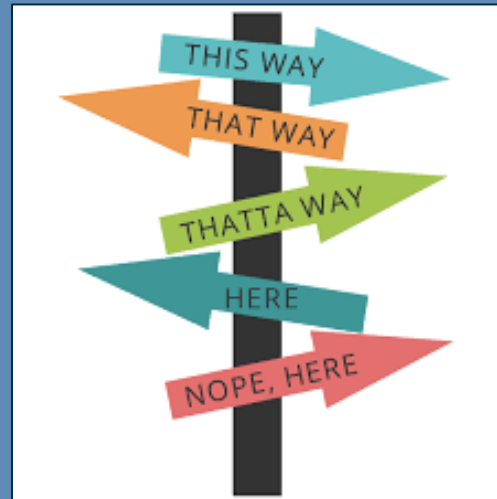
“People don't care how much you know until they know how much you care”

- Theodore Roosevelt

- John Maxwell also in his 1998 book, ‘The 21 Irrefutable Laws of Leadership’ which shaped much of my career.

Lead the WHOLE PERSON – Your team is NOT an org chart. Your fellow associates are real people with concerns, and fears, and families, and friends.

Connectedness



How do we get there?

The start of the answer lies in a question...

The Phrase That Pays

What Do You Think?

So much power in a simple question!

What Can One Question Do?

The Gift of Significance



Asking 'What Do You Think'

- Makes a person feel trusted
- Makes a person feel respected
- Engenders confidence in their own abilities
- Provides creative spark

Why Not?



This...



Or This..



Why Not?

My idea is better anyway. I'm right, and I know I'm right.

Lack of humility

What It Isn't

It is not directionless leadership, it's inclusive leadership that says, we need ALL of you and the ideas, and the perspective YOU bring to make us better

Connect Events

Monet, Baseball, Picnics, and Books

Connecting Moments

How are you?
Is it a greeting, or a genuine inquiry?

The Experiment

Make it a point, over the next 30 days, to ask not only people on your team, but people you haven't really heard from before, What do you think?

Key Takeaways

- **Asking "What Do You Think" is an easy way to Engage, Empower, and Energize your coworkers and teams.**
- **Connectedness has never been more needed, but never more lacking. Decide now to be a connector.**

What We REALLY Want

“So you know all about me?”, asked the boy

“Yes”, said the horse

“And you still love me?”

“We love you all the more”

- Charlie Mackesy, The Boy, The Fox, The Mole,
And The Horse

What Do You Think?

Questions, Comments...



Call me or email or text me any time!

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