



# **Leading with Engagement: Connection as the Key to Success**

# Activity: Positive Introductions



- Pair up
- Take turns
- Share a story of you at your best
- Listen with curiosity
- Listen for strengths
- Help speaker savor
- Reflect what strengths you heard



What Does Success  
Look Like?



To provide an overview of how developing High Quality Connections at all levels contributes to organizational success, setting the stage for engagement.

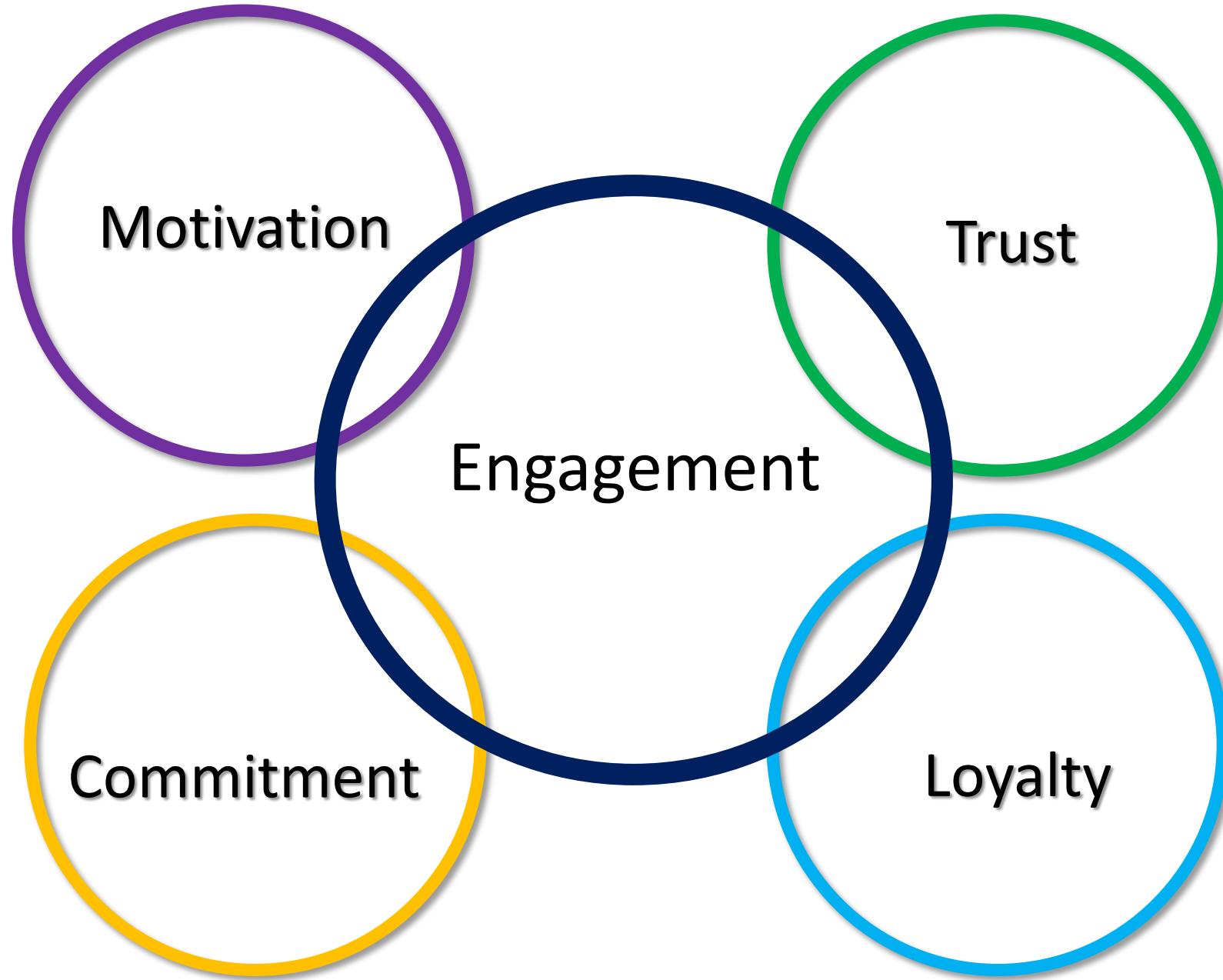
Relationships as building blocks

High quality connections

Creating culture of connection

Address your questions







## Benefits for the Individual

Attention

Creativity

Focus

Energy

Resilience

# Benefits for the Organization



WORK  
PERFORMANCE

PRODUCTIVITY

ADAPTABILITY

FLEXIBILITY

RESILIENCE

# How-to Increase Engagement



Strengthen communication

Value and appreciate

Encourage growth

Facilitate flow

# High Quality Connections



Vitality

Energy

Positive Regard

Mutuality

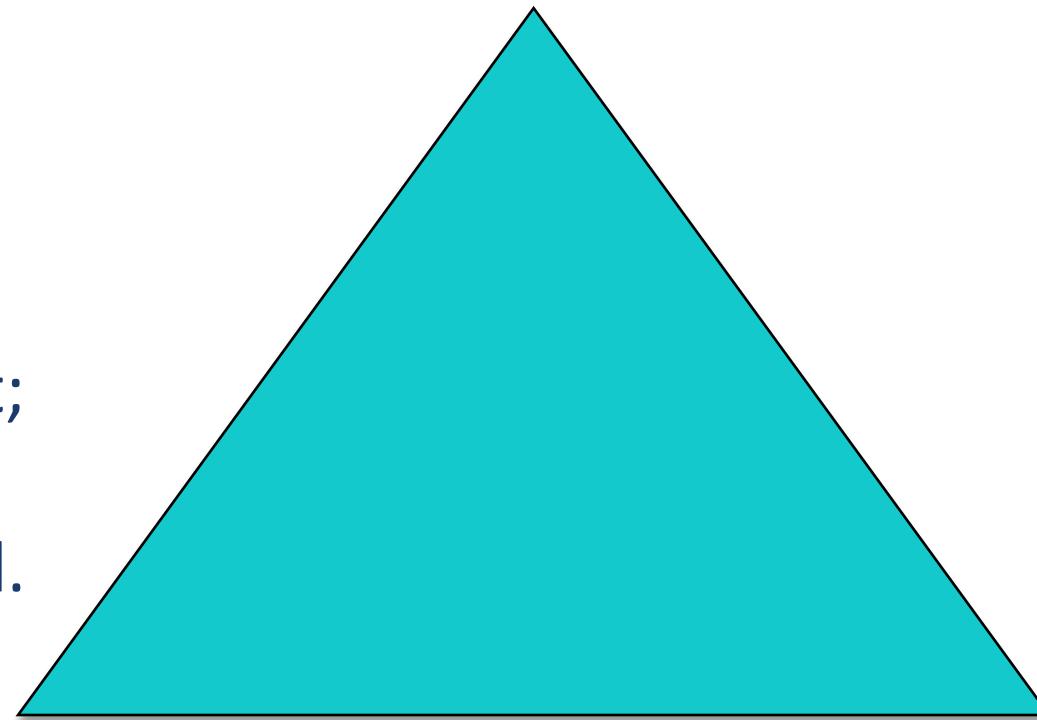
# Foundations of Trust

Authenticity:

I experience the real you.

Logic:

I know you can do it;  
your reasoning and  
judgment are sound.



Empathy:

I believe you care  
about me and my  
success.

# Activity: What are HQCs?



- Identify common features
- Pair up
- Share a story of a HQC you experienced at work/home in the past week



# Benefits of HQCs

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- Generate positive emotions
- Build organizational capacities
- Foster innovation and creativity
- Encourage adaptability
- Cultivate resilience





# Why So Effective?

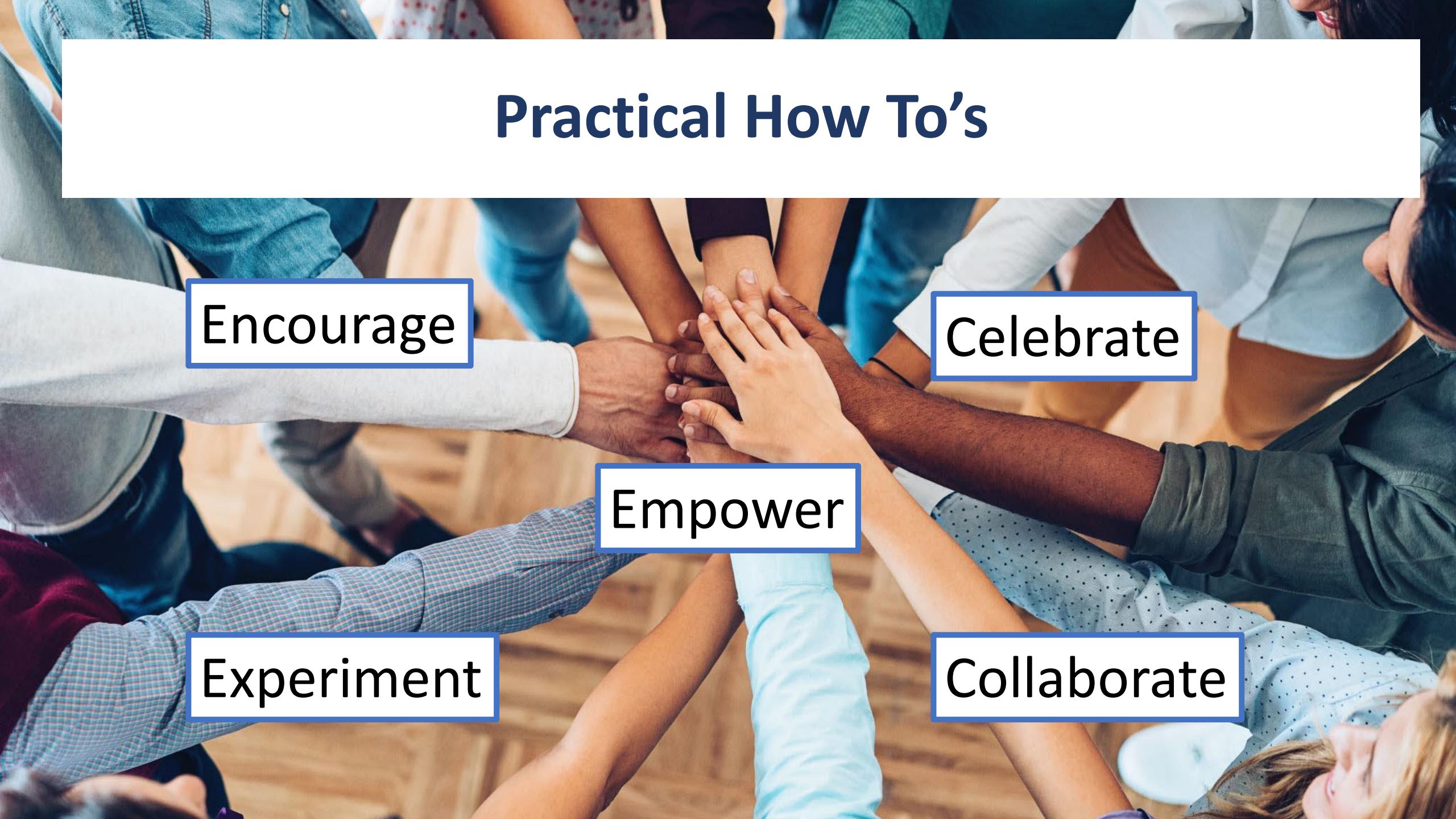
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Unlock resources

Create synergy

Broaden and build

Upward spiral

A photograph of a diverse group of people from various ethnicities and ages, all with their hands joined together in a circular huddle. This visual metaphor represents teamwork, collaboration, and collective success. The hands are of different skin tones, and the people are dressed in a variety of casual and professional attire.

# Practical How To's

Encourage

Celebrate

Empower

Experiment

Collaborate

## Respectful Engagement

Engaging the other in a way that sends a message of value and worth.



## Playing

Participating in light-hearted play and humor with another, being creative, directed at another with no instrumental outcome.



## HQCs



## Trusting

Conveying to the other person that we believe they will meet our expectations and are dependable.



## Task Enabling

Helping/facilitating another person's successful performance.

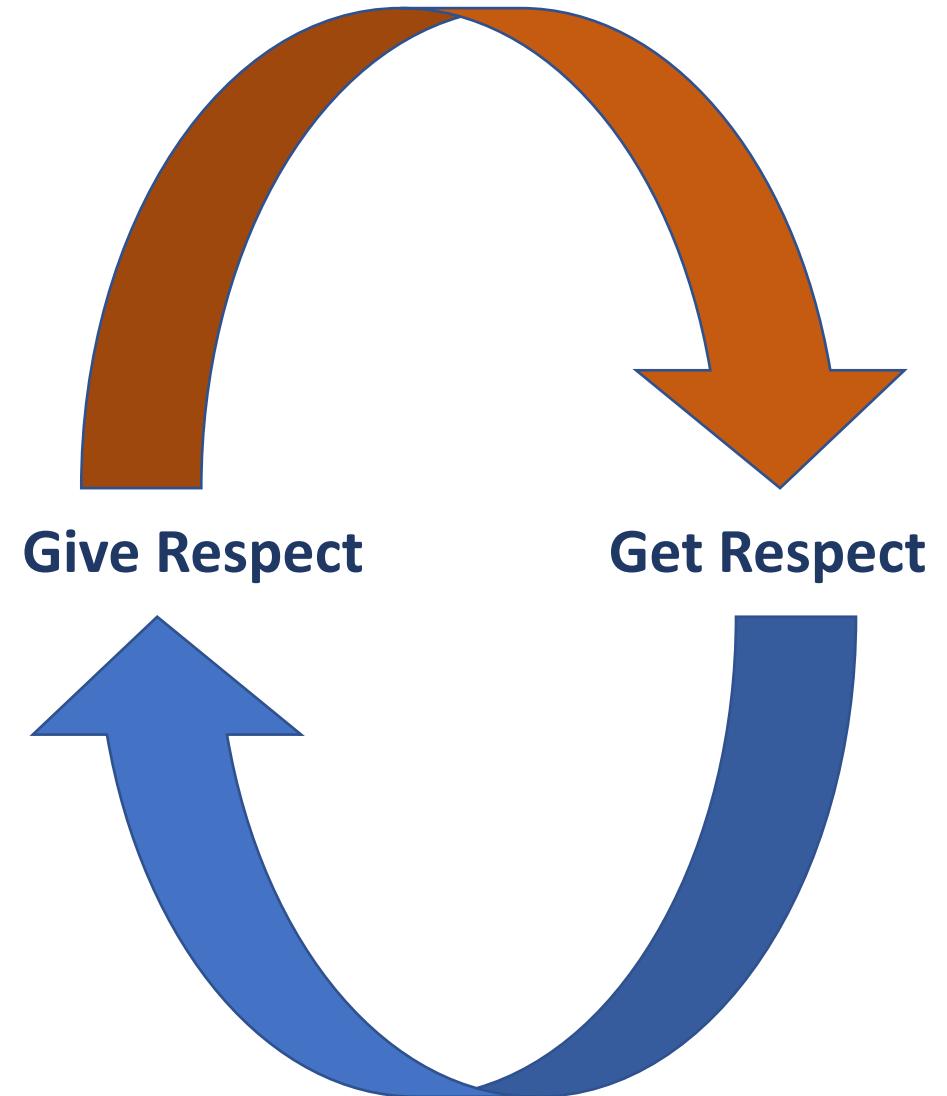
# Respectful Engagement

Being present

Empathy

Communicating affirmation

Effective listening



# Task Enabling

Listen

Encourage

Brainstorm

Identify resources





**Trust**

Hard work

Be consistent

Model the behavior

Be honest  
and supportive

# have *Fun* at WORK Day



Play

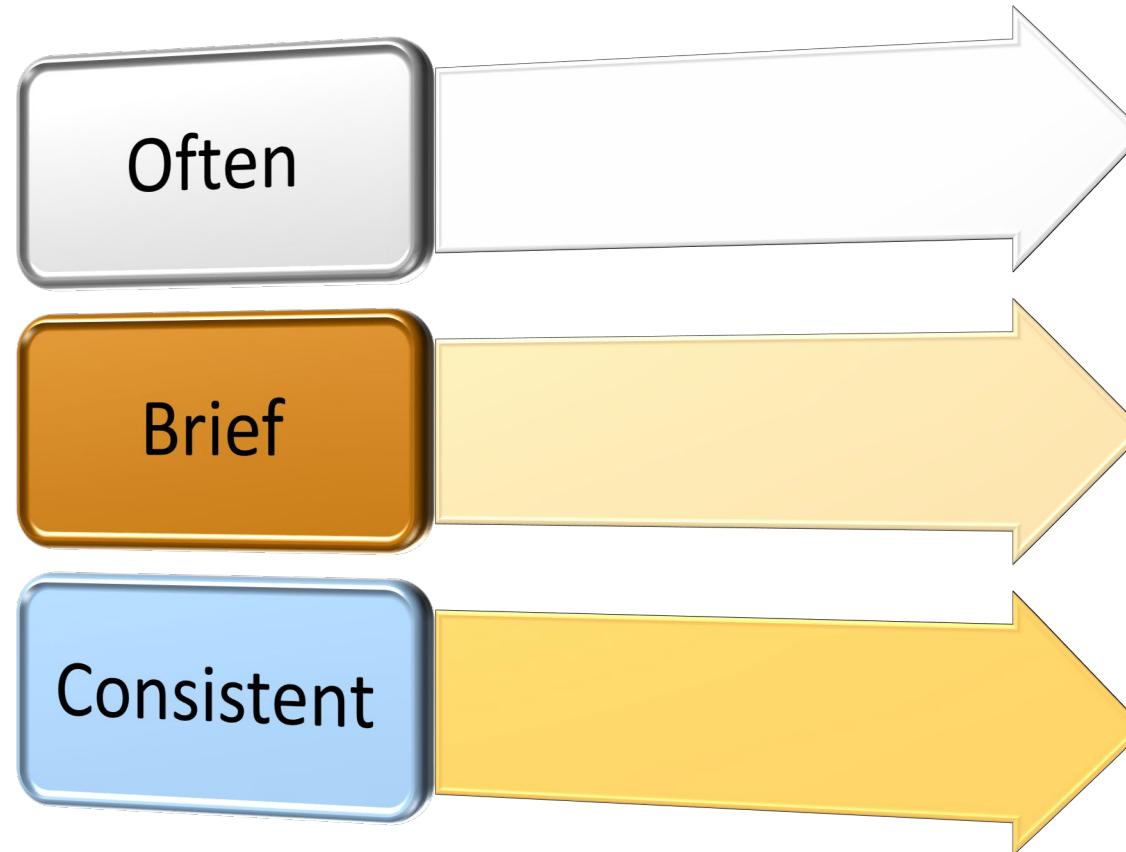
Initiate playfulness

Plan activities

Recognition

Awards

# Practical How to's



# Experiment

Find What  
Works for You



# Imagine the effect...



## Use in Office

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Day-to-day

Staff Meetings

Performance  
Management





## Use with Stakeholders

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Consensus

Information

Priorities

## Use for Yourself

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Share

Strengthen

Develop



# Remote and Hybrid

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“Virtual Distance”

Stay personal

Rules of Engagement



# Putting Theory to Use

Develop HQCs

Generate resources

Embrace ripple effect





## Laurie Lyte

Founder and Principal

Lytehouse Solutions. LLC



[laurie@lytehouse.com](mailto:laurie@lytehouse.com)

(443) 226-4537