



**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.

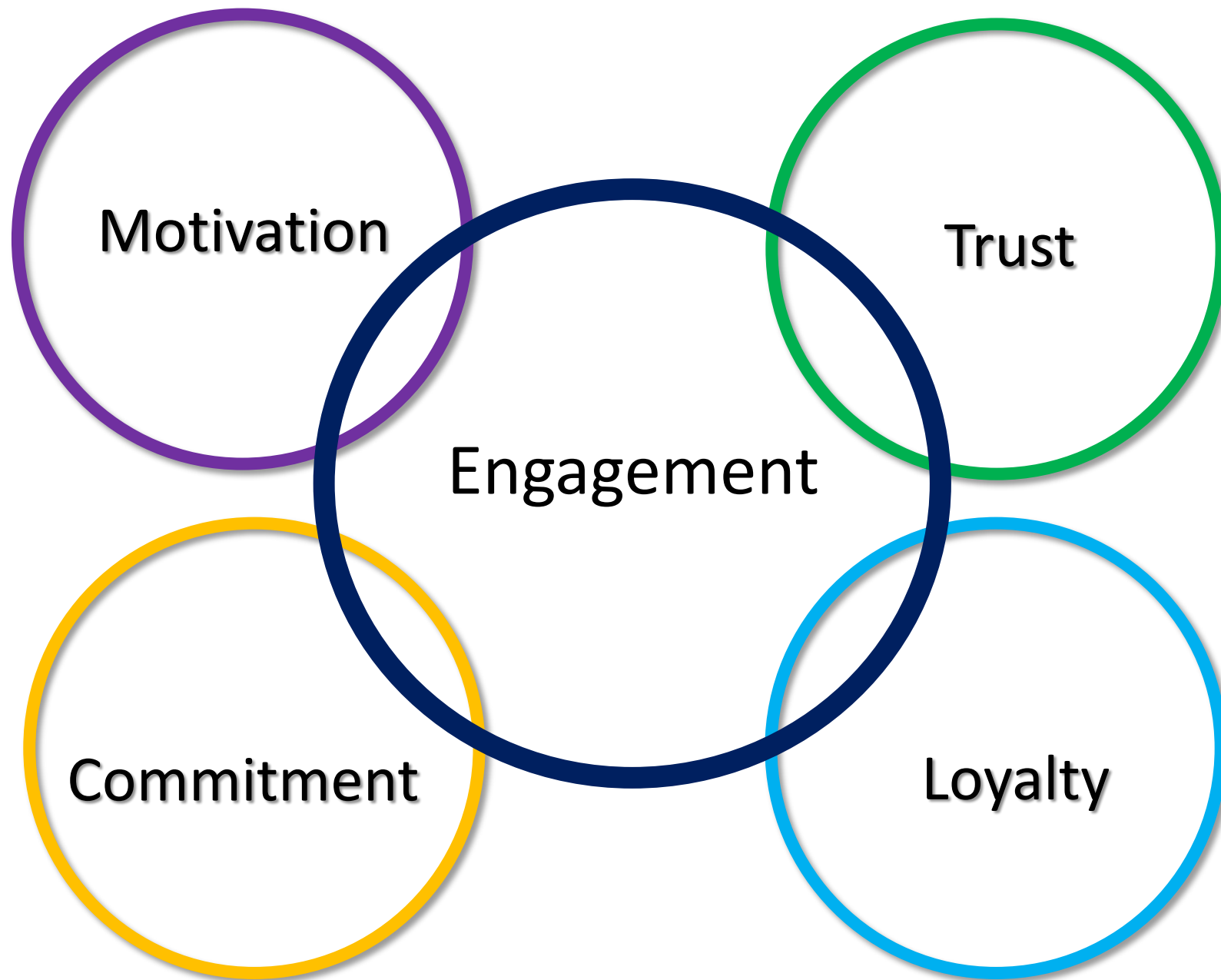
Relationships as building blocks

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

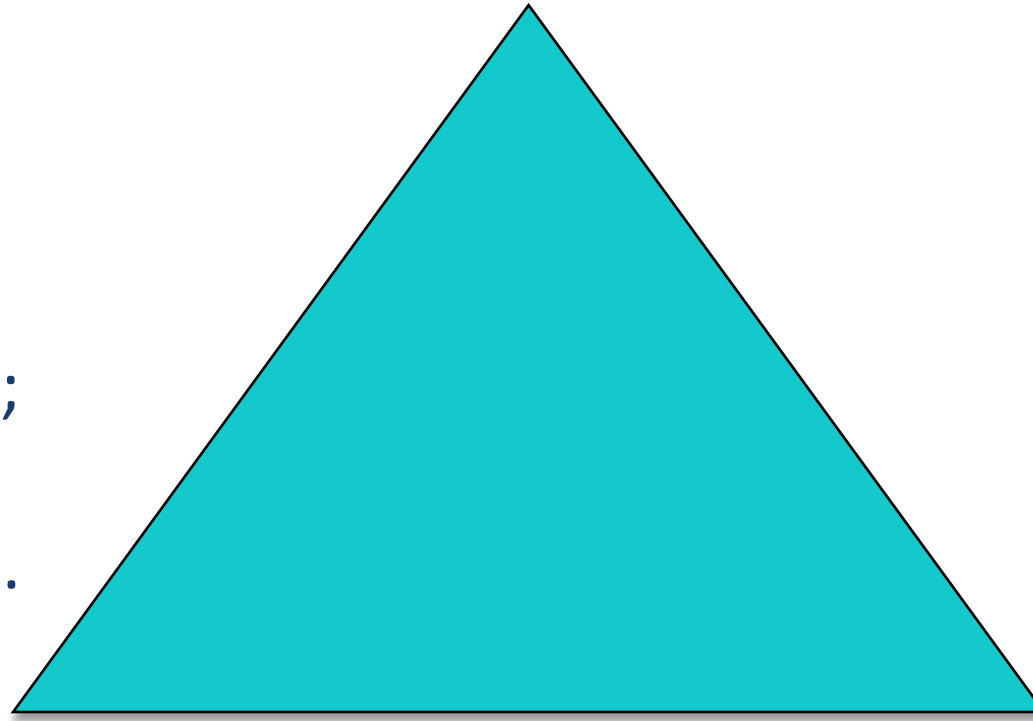
Positive Regard

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?



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

- Identify common features



Benefits of HQCs

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





Why So Effective?

Unlock resources

Create synergy

Broaden and build

Upward spiral

Practical How To's

A high-angle photograph of a diverse group of people, including men and women of various ethnicities, gathered around a wooden table. They are all reaching their hands towards the center, where they are stacked on top of each other in a circular formation. The people are wearing casual to business-casual attire, such as button-down shirts, blouses, and jeans. The background is slightly blurred, focusing attention on the hands and the group's unity.

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.

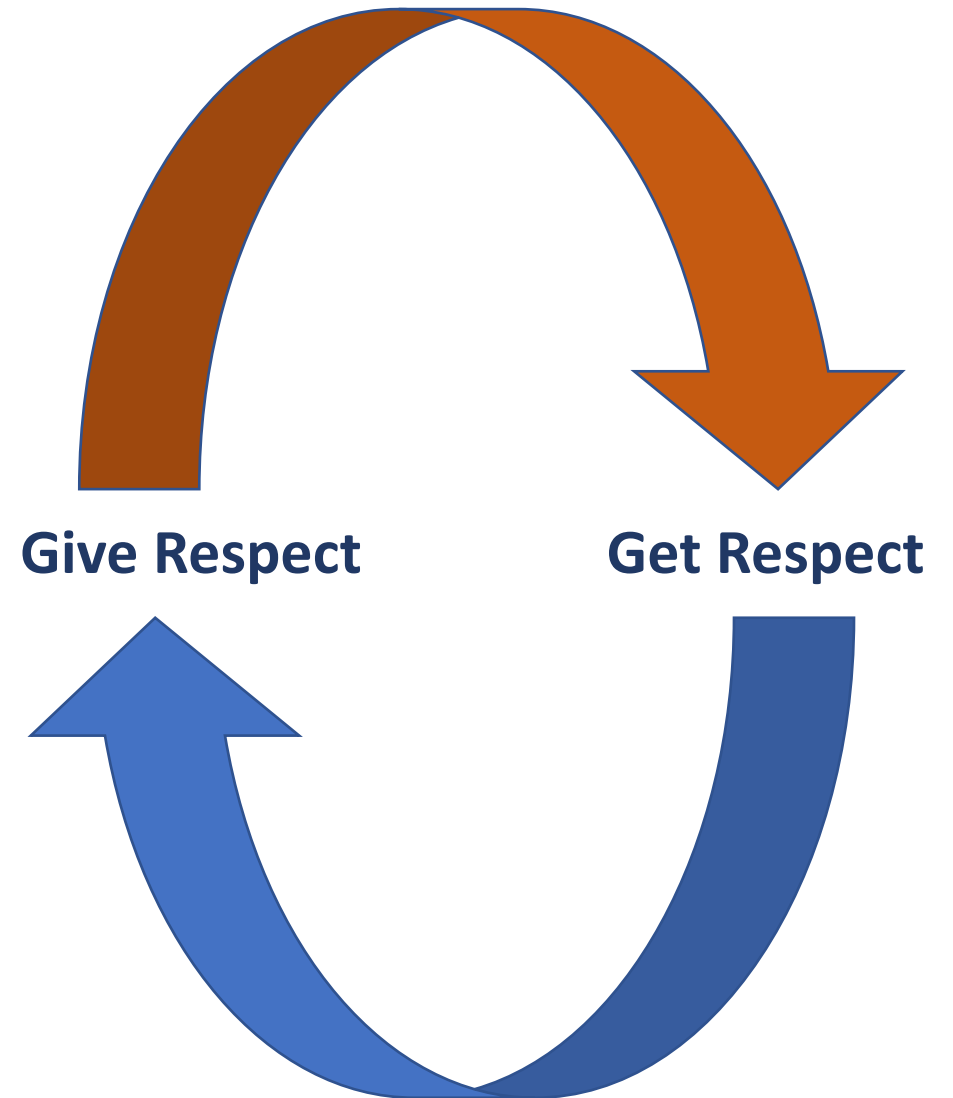
Respectful Engagement

Being present

Empathy

Communicating affirmation

Effective listening



Task Enabling

Listen

Encourage

Brainstorm

Identify resources



A silhouette of a person is captured mid-air, having been tossed by a crowd. The crowd's hands are visible at the bottom, reaching up. The background is a sunset sky with scattered clouds. A large white curved shape on the right side of the image contains the text.

Trust

Hard work

Be consistent

Model the behavior

Be honest
and supportive

Have *Fun* AT WORK DAY



Play

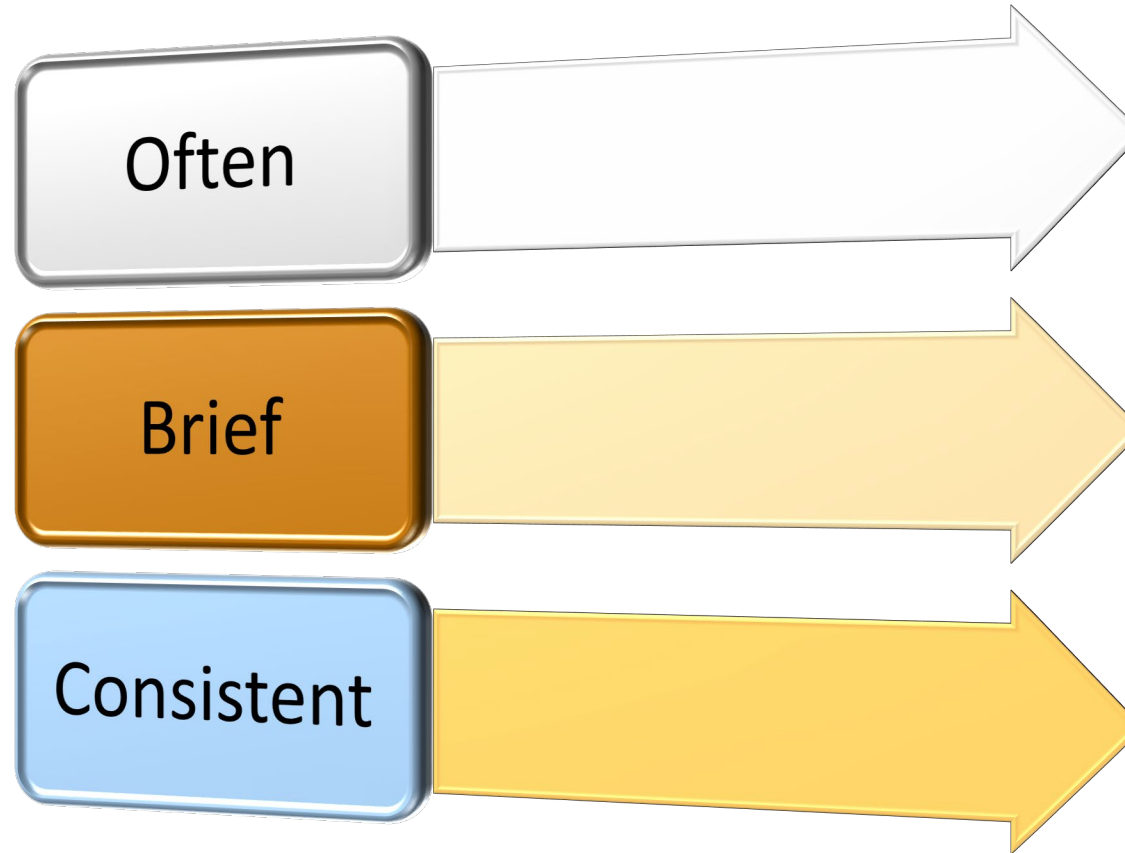
Initiate playfulness

Plan activities

Recognition

Awards

Practical How to's



Experiment

Find What
Works for You



Imagine the effect...



Use in Office

Day-to-day

Staff Meetings

Performance
Management





Use with Stakeholders

Consensus

Information

Priorities

Use for Yourself

Share

Strengthen

Develop



Remote and Hybrid

“Virtual Distance”

Stay personal

Rules of Engagement



Putting Theory to Use

Develop HQCs

Generate resources

Embrace ripple effect





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