



SBJ Consulting, Inc

THOUGHT PARTNER, COACH, CONSULTANT

CREATE CONNECTION & FOSTER ENGAGEMENT USING THESE 5 SIMPLE STRATEGIES

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Creating connection and fostering engagement in the workplace is challenging. It's especially challenging as we continue to navigate our rapidly-changing work environments.

However, if we focus on the simple changes we can make ourselves, regardless of the organizational culture in which we find ourselves, we can make a big difference in how we show up and how we encourage our team members to show up as well.

Today I challenge you to take a look at these 5 Simple Strategies for creating connection and fostering engagement. Choose just one that you think you can implement AND sustain until it becomes a habit for you or for your organization. Then move to next strategy and implement that. Continue until all 5 strategies are engrained in your team, your own management style, and your organizational culture.

Before you know it, YOU will have created a connected and engaged team in which YOU are proud to be connected and engaged!

We tend to think that the culture of an organization is created at the top, but the reality is, it's created anywhere a creator is found. Go be a CREATOR!



Strategy 1

BUILD “NON-WORK RELATED” CONNECTION TIME IN TO THE CALENDAR

- **35%** of employees are more likely to adapt to changes in their work environment when non-work related connection time is built in
- Follow 50/10 Rule – Evaluate your meetings. Conduct a 50 minute meeting. Begin or end with 10 minutes of connection time. Make it simple and fun – get to know each other better!
- Use both large group settings & breakout rooms – Change it up frequently; this works in-person and virtually.





Strategy 2

ESTABLISH A PRACTICE OF PIT AND PRAISE

- Start Meetings Sharing a PIT – This is a “less-than-win” and allows the team to create opportunities for encouragement & solution-finding
- Then Share a PRAISE – Sharing a win allows the group to celebrate success
- Consistently Sharing Wobbles & Wins – Increases vulnerability & connectedness and creates an environment of safety that breeds authenticity





Strategy 3

PRACTICE THE 5:1 PHILOSOPHY

- 5 Positive Interactions to 1 Negative Interaction
- For every 1 negative exchange you have with someone, aim for 5 positive exchanges – AND make the exchanges meaningful!
- This 5:1 ratio creates a “cushion of well-being” over time. The recipient will attribute the benefit of positive intent when receiving negative feedback and will continue to receive feedback more positively in the future.





Strategy 4

**ADOPT: “WHAT CAN I DO FOR YOU?”
“HOW CAN I HELP?”**

Ask yourself the following:

- When was the last time I asked these questions of someone?
- When was the last time SOMEONE asked me these questions?
- How can I make these questions part of my “connection collection” as I focus on building connection and engagement?





Strategy 5

DO IT LIKE DISNEY™

- Keep folks in your Line of Sight – Catch ‘em doing “IT” right!
- Recognition, whether done in public or private, conveys value, gratitude, and fosters connection and engagement.
- Create a culture where EVERYONE, not just the manager or leader, has the opportunity to recognize and reward. Make it a cultural and organizational expectation!



Create Connection & Foster Engagement Using These 5 Simple Strategies

ABOUT STACY BERG JACKSON

Stacy Berg Jackson, CPC, SHRM-SCP, SPHR, M.Ed., is a Certified Professional Coach and founder of SBJ Consulting, Inc. As a Thought Partner, Executive Coach and Consultant with over 15 years of experience, Stacy provides tailored leadership and executive coaching, training, facilitation, and consulting services across a variety of industries. Stacy has held leadership roles in multiple HR disciplines such as Learning & Development, Recruiting and Talent Development.

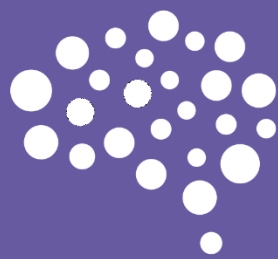


Stacy creates a safe space and sounding board for leaders so they can process through their decisions, find a path forward and become more productive on the most important things. She works with organizations and professionals to help them reinforce their effectiveness, increase their presence and influence, and maximize the balance in their personal and professional lives.

Stacy is a certified Korn Ferry KF360 Feedback Coach, Hogan Development Survey Performance Coach, holds a Designing Learning Certificate from the Association for Training Development and a Leadership for Women in Business Certification from the Human Resource Certification Institute. Stacy is also a certified Breakthrough Coaching Enhanced Practitioner through World Business & Executive Coach Summit (WBECS). Additionally, SBJ Consulting, Inc. is recognized by SHRM to offer Professional Development Credits (PDCs) for SHRM-CP® or SHRM-SCP® and is a certified WOMEN OWNED business by the State of Florida's Department of Management Services.

As an executive coach with personal experience navigating unexpected life transitions, Stacy has a keen understanding of the unique complexities these transitions offer leaders, as they continue to focus on work, team performance, and leadership presence. For leaders, the option to lose focus on the priorities that produce the greatest income and have the greatest impact does not exist. Leaders, who must lead through challenging life transitions, benefit exponentially from working with Stacy, a coach with this particular background and expertise.





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