



CONNNECTABLE

HOW LEADERS CAN MOVE TEAMS FROM
ISOLATED TO ALL IN

by **Ryan Jenkins**

ryan@lesslonely.com



Supporting
Workplace Wellness
& Well-being

2022 VIRTUAL CONFERENCE

OUR NEXT SPEAKER IS...

RYAN JENKINS





Kugluktuk

Pop. 1,491





Making your team...

7x more likely to be **disengaged.**

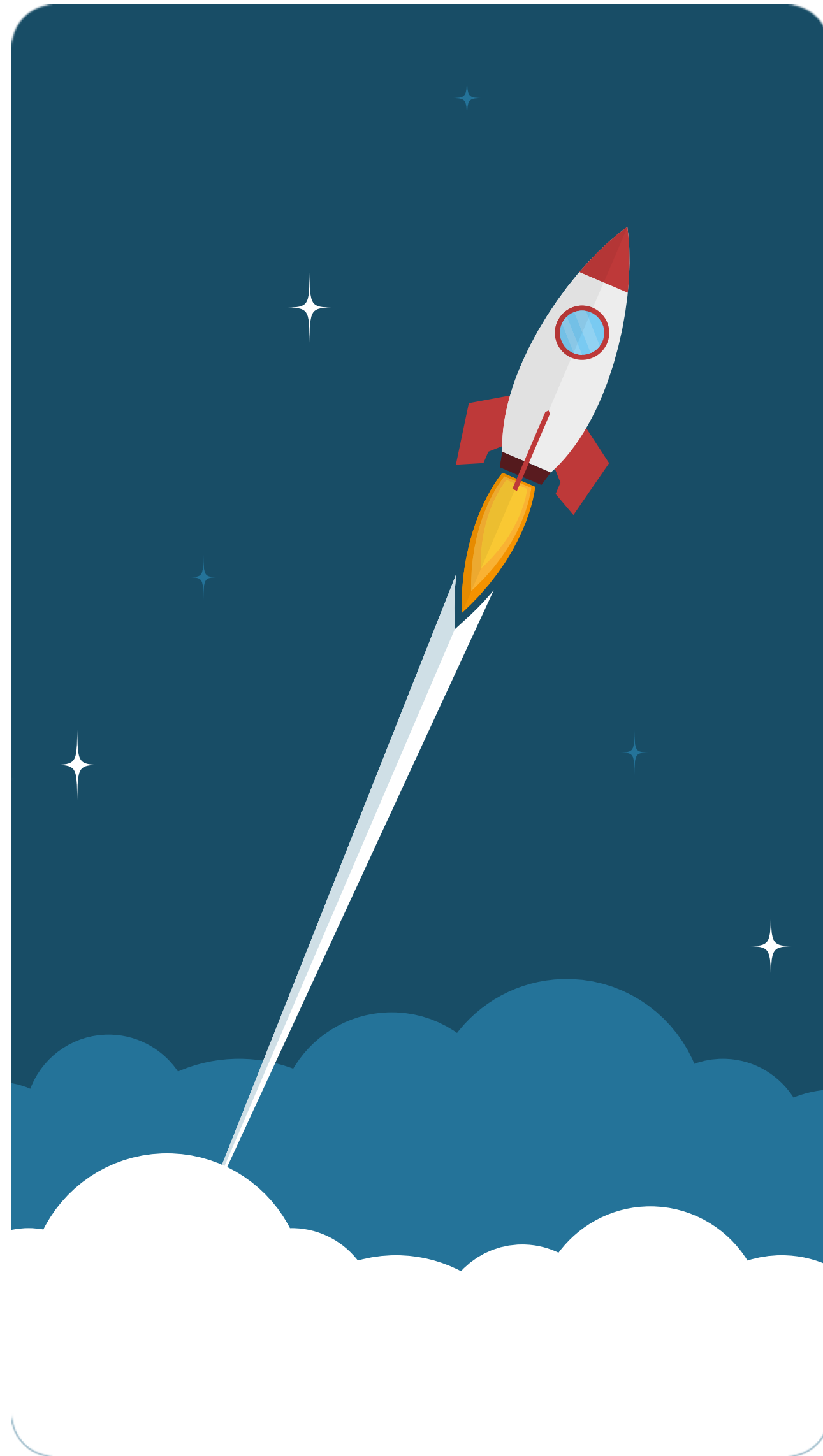
5x more likely to **miss work.**

3x more likely to **underperform.**

The invisible threat?

ISOLATION & LONELINESS

TODAY'S BIG IDEA



Discover how **belonging and connection** can unlock your team's **fullest potential**... while improving **well-being, retention, engagement, inclusion & performance.**



AGENDA



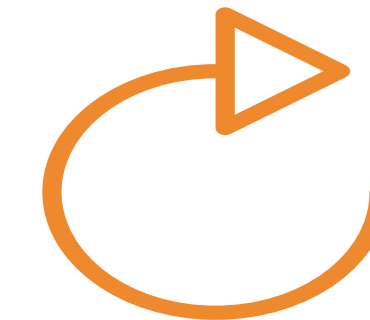
STATE & STAKES

of disconnection
and loneliness

4

STEPS

to move teams
from isolated
to all in



SUMMARY

wrap-up

ryan@lesslonely.com

Relationships matter.

Human connection is vital.

**Yet, we continue to pull
away from one another.**

ONE EXAMPLE OF
OUR GROWING ISOLATION



What's the **state** of
disconnection &
loneliness?

STATE OF DISCONNECTION

W O R L D W I D E



72%

of global workers **feel lonely at least monthly**; with 55% saying at least weekly.



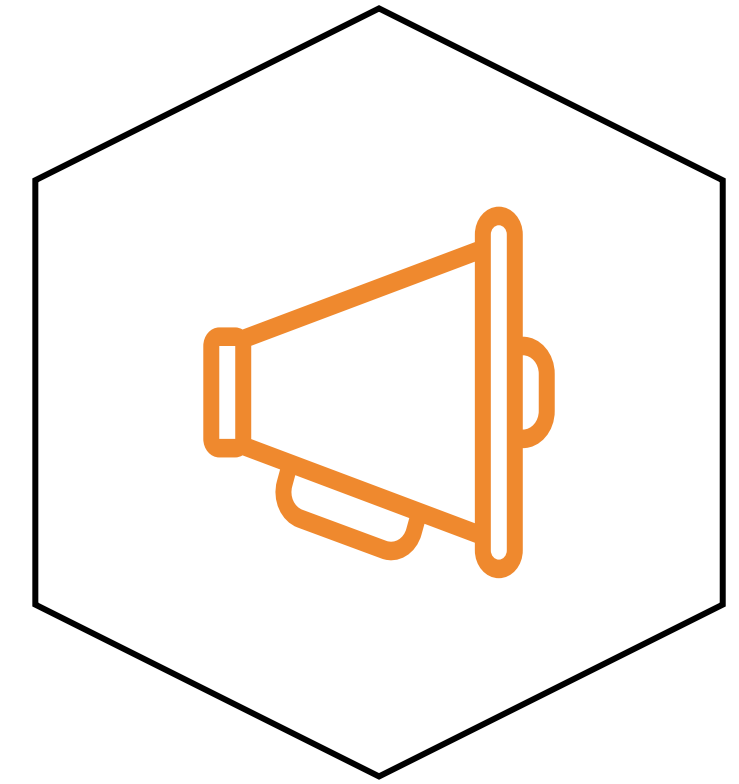
69%

of employees **aren't satisfied** with the **opportunities for connection** in their workplace.



79%

of **Generation Z** report sometimes or always feeling lonely.

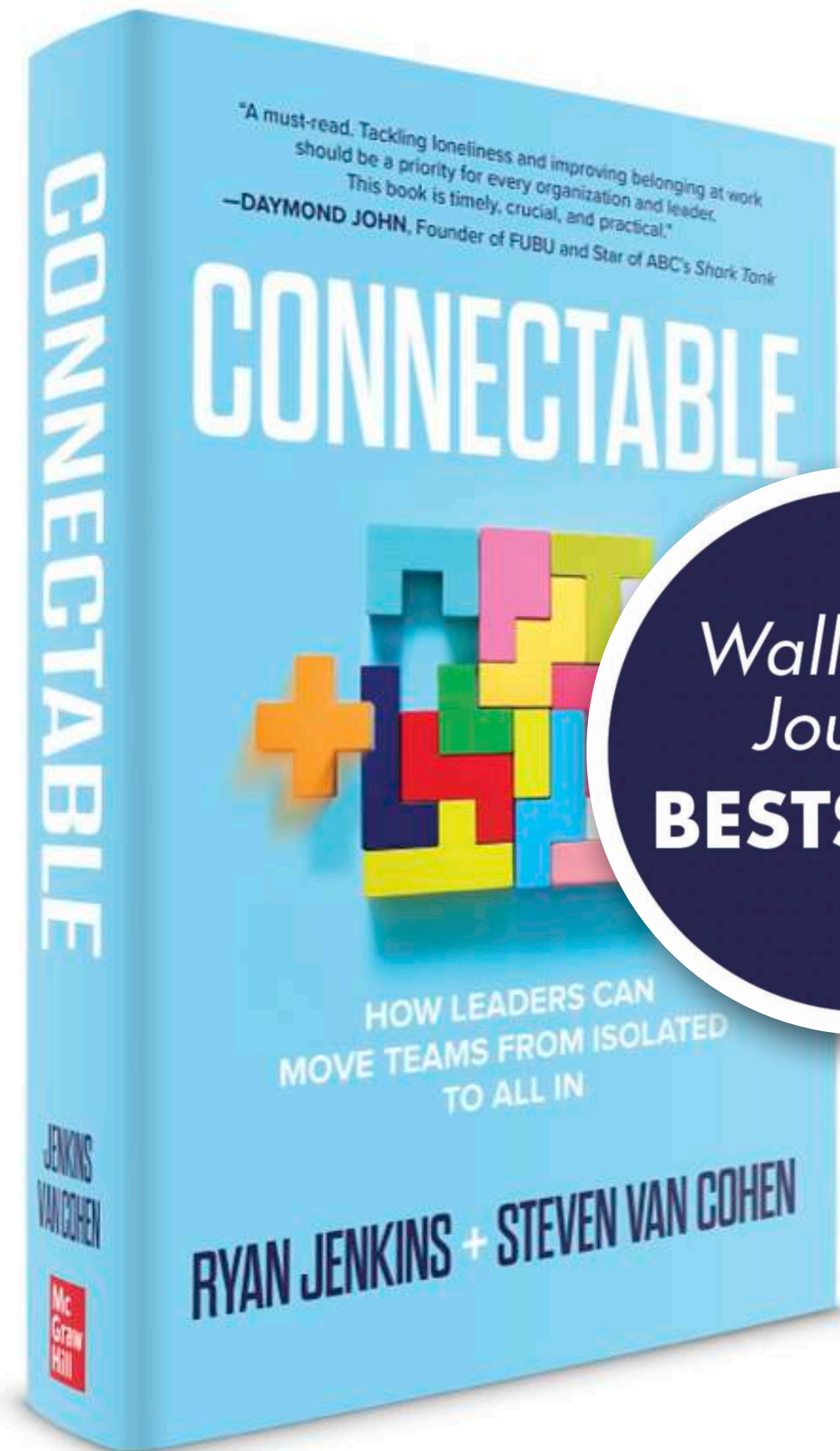


3 in 5

employees say their **leaders aren't doing a good job** promoting or discussing connection.

YOU'RE ABOUT TO EXPERIENCE

T H E W S J B E S T E L L E R



Wall Street Journal
BESTSELLER

2 Years of Research

2,000 Workers Surveyed Worldwide

50 Leaders Interviewed

1 Proven 4-Step LINK Framework™

100+ Organizations Helped



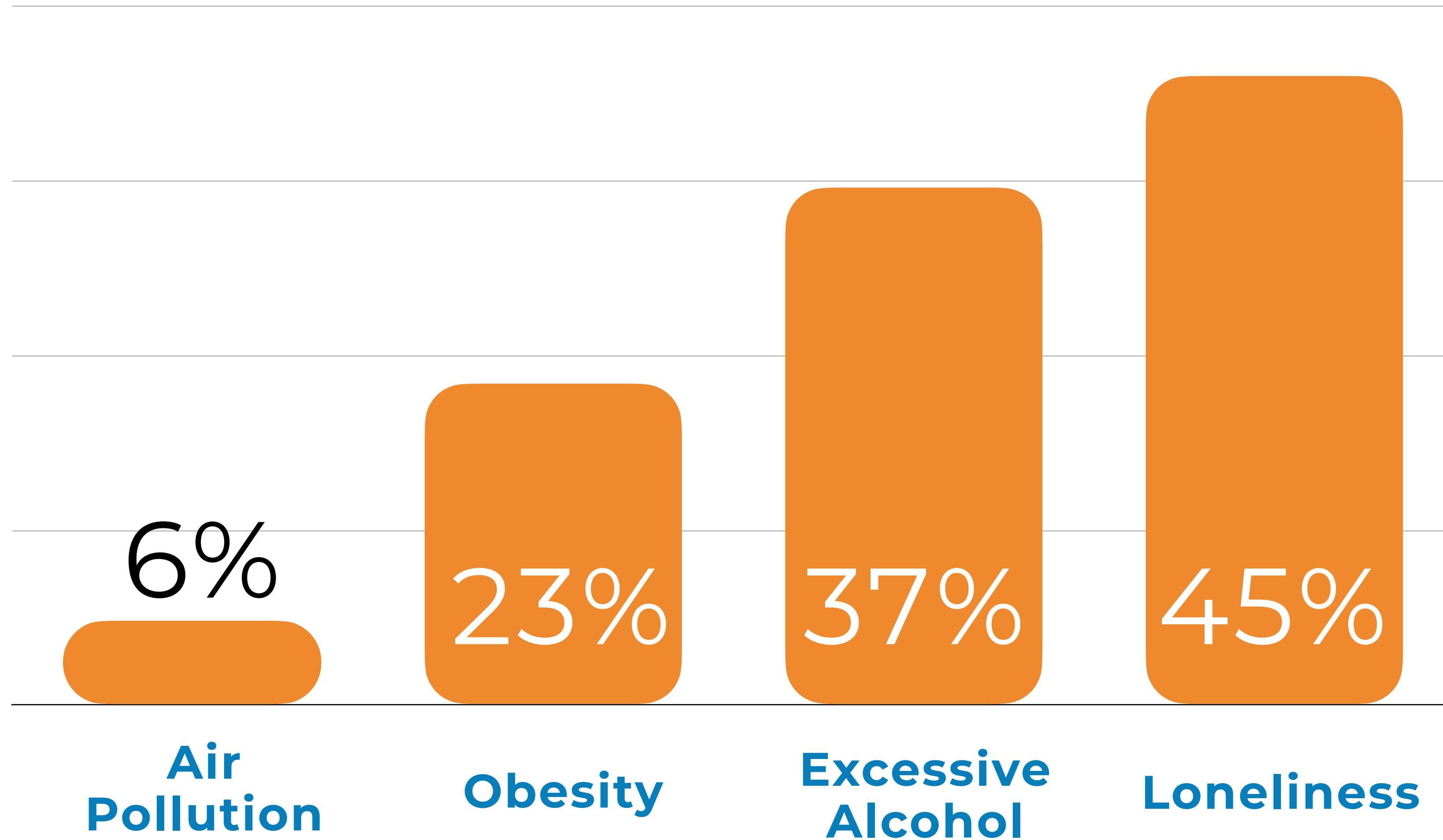
"An indispensable resource for every team member, manager & leader." ~**Marissa Andrada, Chief Diversity, Inclusion & People Officer**



What's at **stake** for
**disconnection &
loneliness?**

STAKES OF DISCONNECTION


O U R P H Y S I C A L H E A L T H





Social connections increase longevity.


STAKES OF DISCONNECTION

W H E N T E A M B E L O N G I N G I S H I G H

-  **RECRUITMENT** > **167%** More likely to **recommend their employer.**

-  **PERFORMANCE** > **56%** Increase in **job performance.**

-  **ENGAGEMENT** > **75%** Reduction in **employee sick days.**

-  **RETENTION** > **313%** Less intent to **quit their job.**



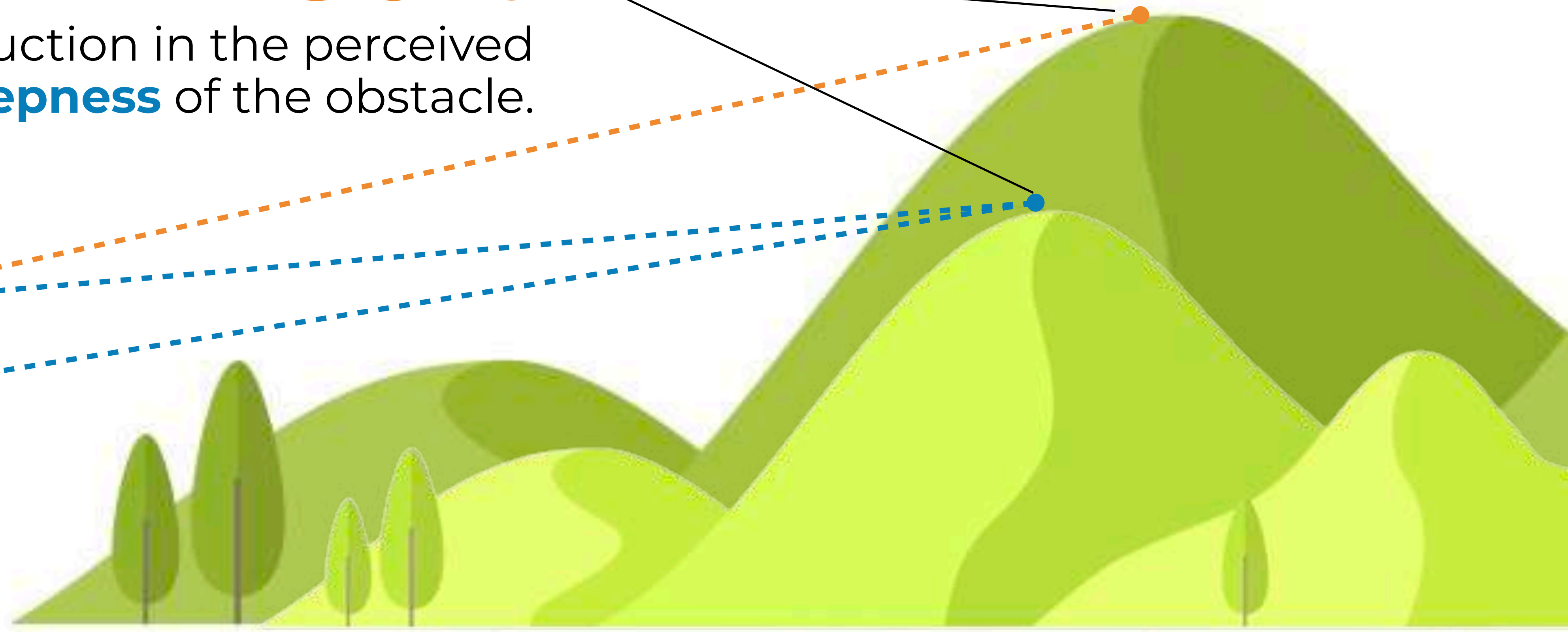
**Connection is
now the most
valuable
workplace
currency.**

POSTIVE PERCEPTIONS

W H E N W E ' R E T O G E T H E R

30%

reduction in the perceived
steepness of the obstacle.



What is **30% steeper**
for you or your team
due to **isolation**?

AGENDA



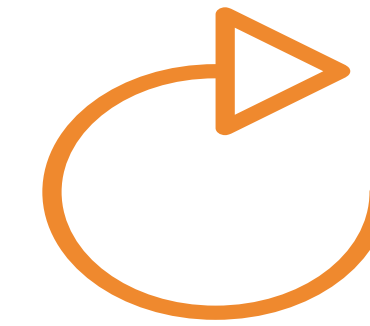
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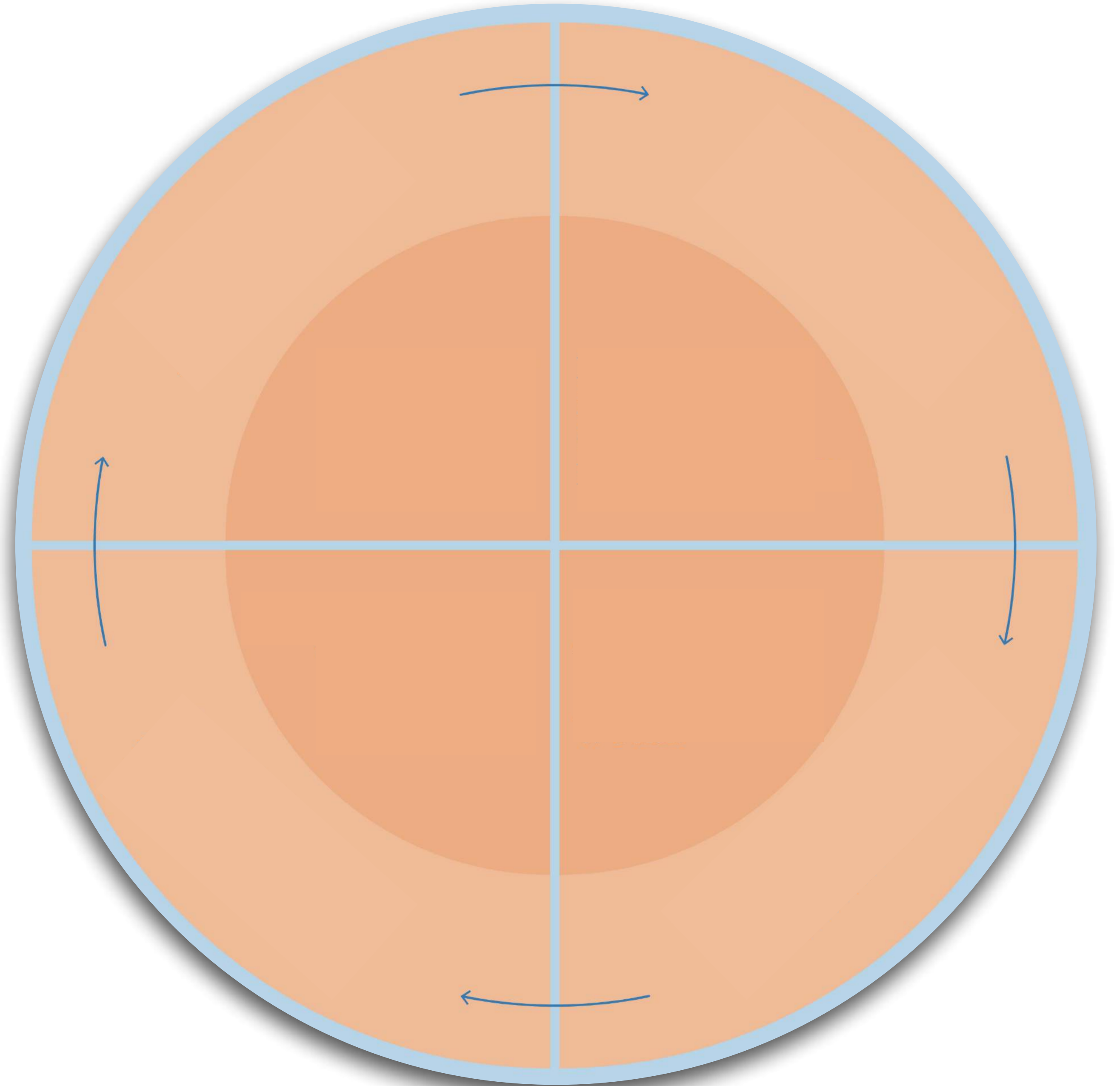


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wrap-up

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STEP #1
Look at
Loneliness



How **aware** are you of
the **loneliness levels**
that exist within **you**
and among your team?

YOUR CONNECTION KIT

T O L O O K A T L O N E L I N E S S



*Scan to claim your
FREE connection kit!*

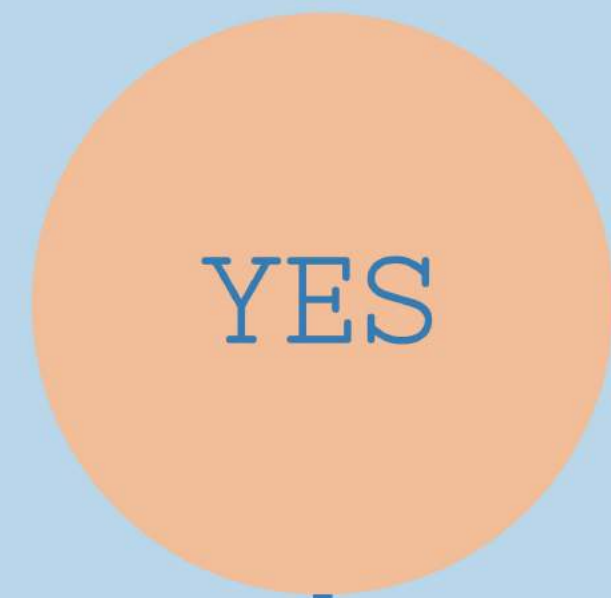
*Or visit: **ConnectionVault.com***



- **The Loneliness Self-Assessment & Reduction Guide (PDF)**
- **10 Signs of a Lonely Workforce Checklist (PDF)**
- **The 4 Biggest Contributors of Workplace Loneliness & How to Overcome Them (Video Series)**

IS LONELINESS NORMAL?

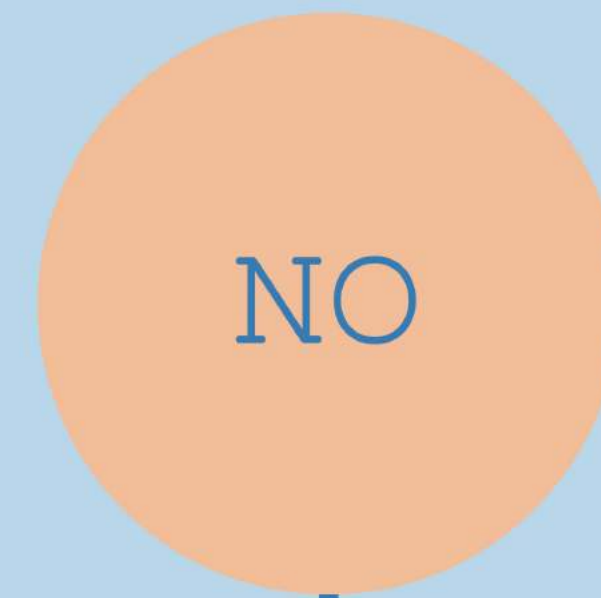
ARE YOU HUMAN?



YES



YES



NO



NO

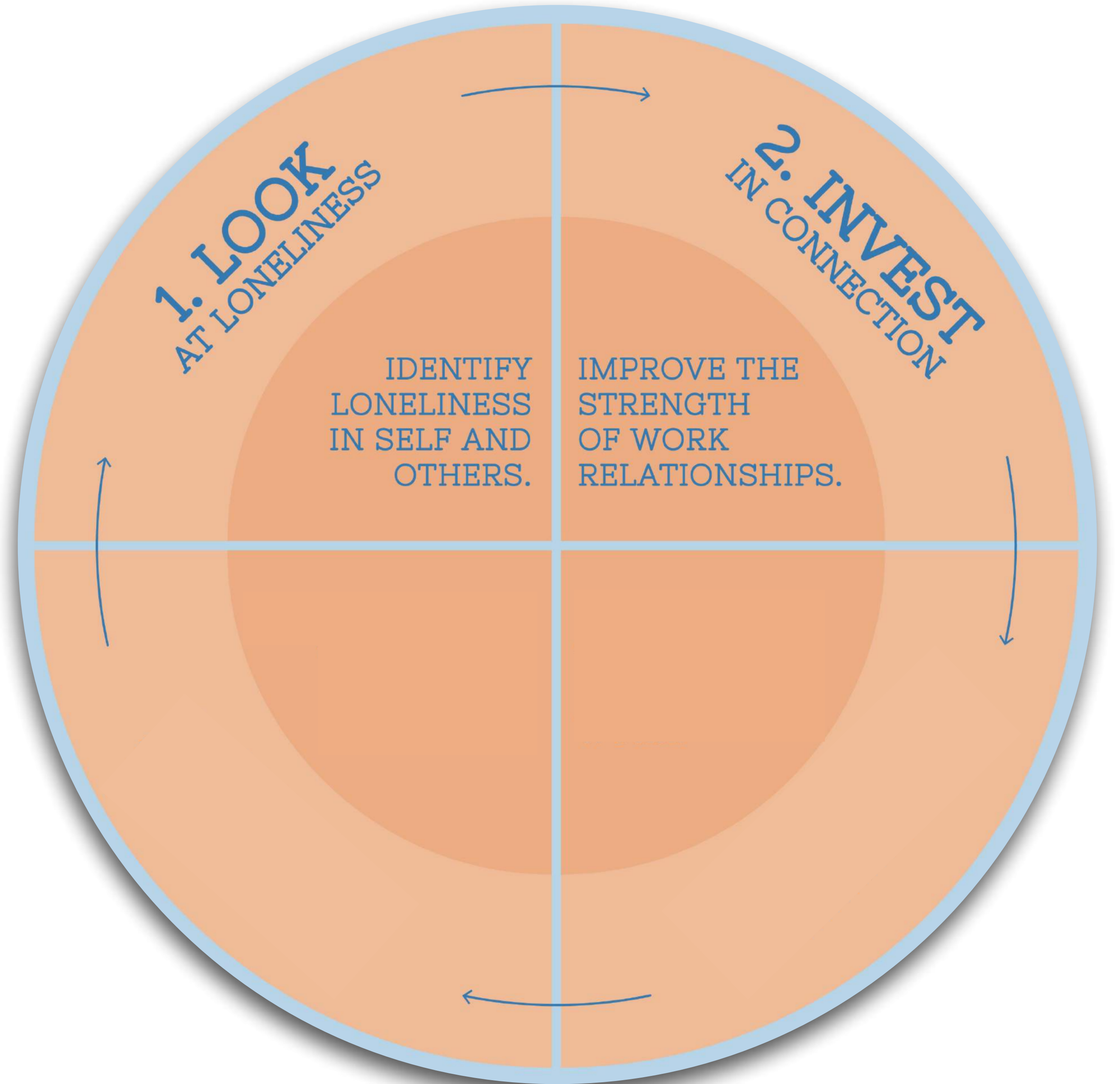
CONNECTION CRASH COURSE

3 MUST-KNOWS ABOUT LONELINESS

- 1 Loneliness isn't **shameful**, it's a **signal**.
- 2 The nemesis of loneliness is **belonging**.
- 3 Loneliness isn't the absence of **people**, it's the absence of **connection**.

STEP #2

Invest in Connection



What does your **brain**
seek **5x per second**?

PSYCHOLOGICAL SAFETY ADDRESSES THE MOST FUNDAMENTAL QUESTION OF HUMANITY



CASE FOR PSYCH SAFETY

P R O V E D I N 1 9 3 3



Joseph Strauss

Completed **ahead of schedule.**

Increased **productivity by 25%.**

The bridge cables were constructed **4x faster** than had been considered possible.

CASE FOR PSYCH SAFETY

P R O V E D I N 1 9 3 3



During construction, **19 workers accidentally fell** into the safety net.

Workers weren't **focused on their safety but rather their success.**

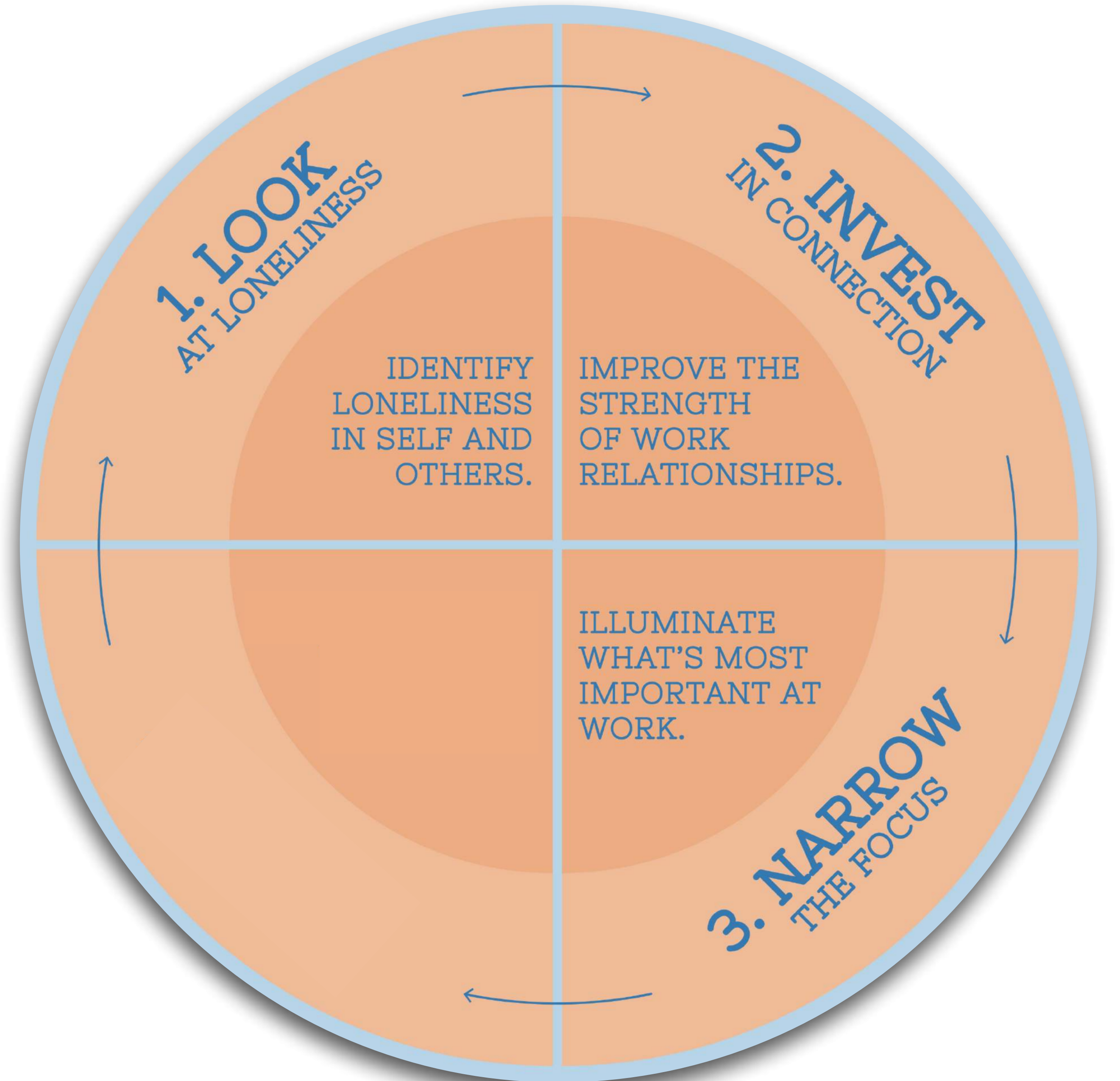
Psychological safety is the net for today's modern workers to be **seen, heard, and valued.**

What **safety nets** need to be
in place to make your team
feel **seen, heard, and
valued?**

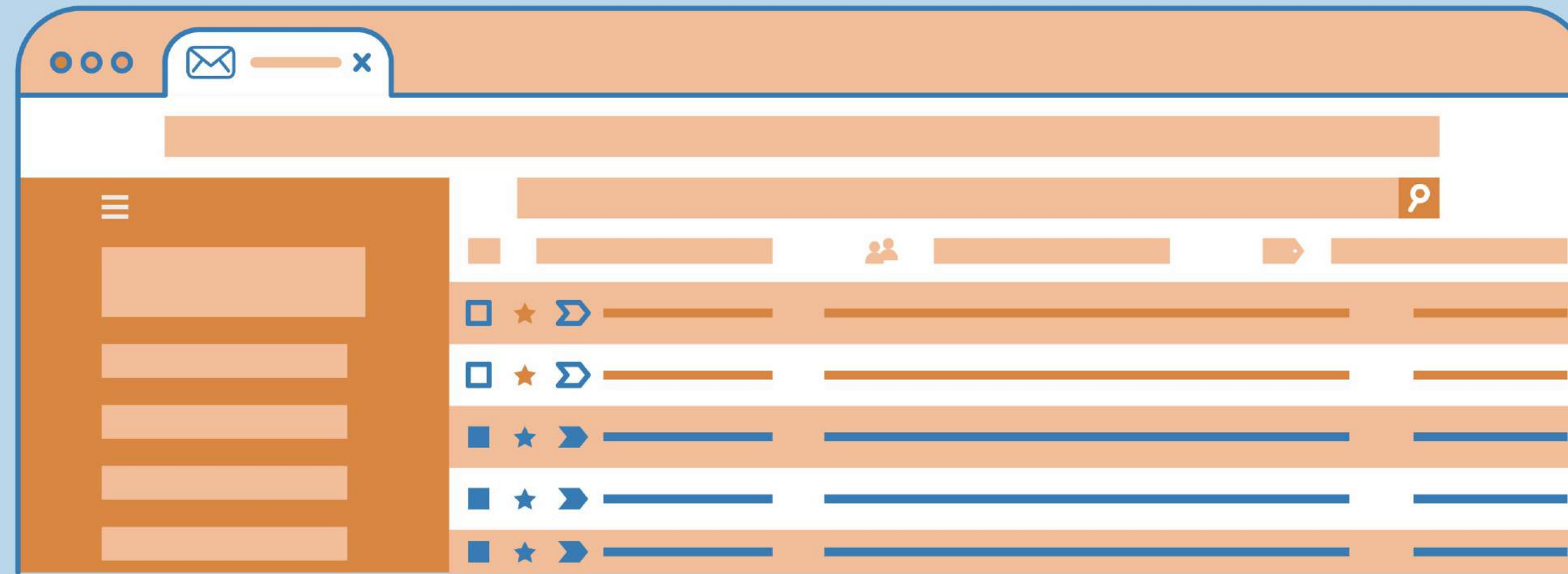


Mandela's
safety net
was **space.**
Speak last.

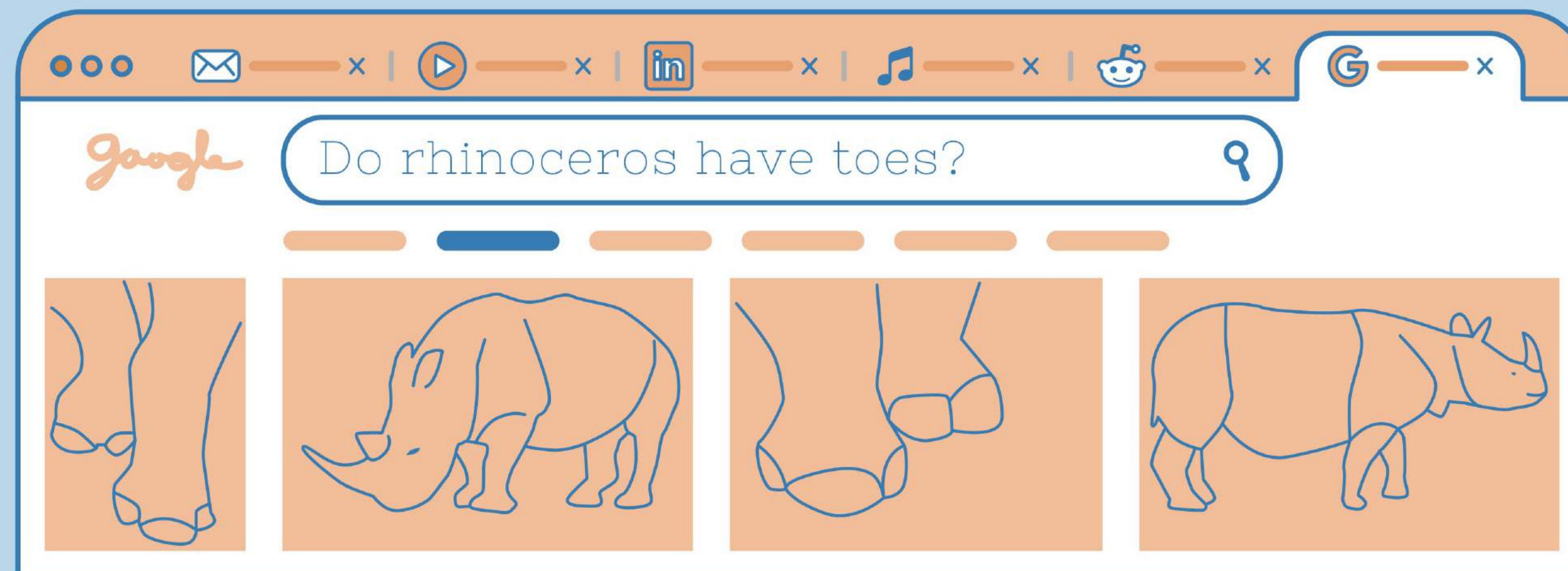
STEP #3
Narrow
the Focus



ME: TIME TO GO THROUGH
MY WORK EMAIL.



ME: 5 MINUTES LATER.



WHO BETTER TO LEARN FROM

A B O U T I S O L A T I O N & L O N E L I N E S S

How did she avoid loneliness?

Clear Direction.

Clarity in the **mission**, their **roles, tasks**, and daily **routines**.

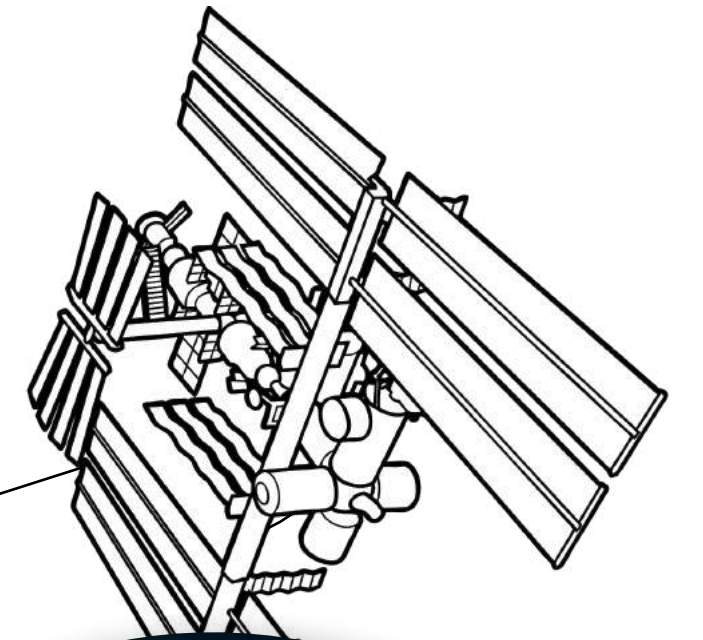


254 miles

↻ 5,097x

328 days

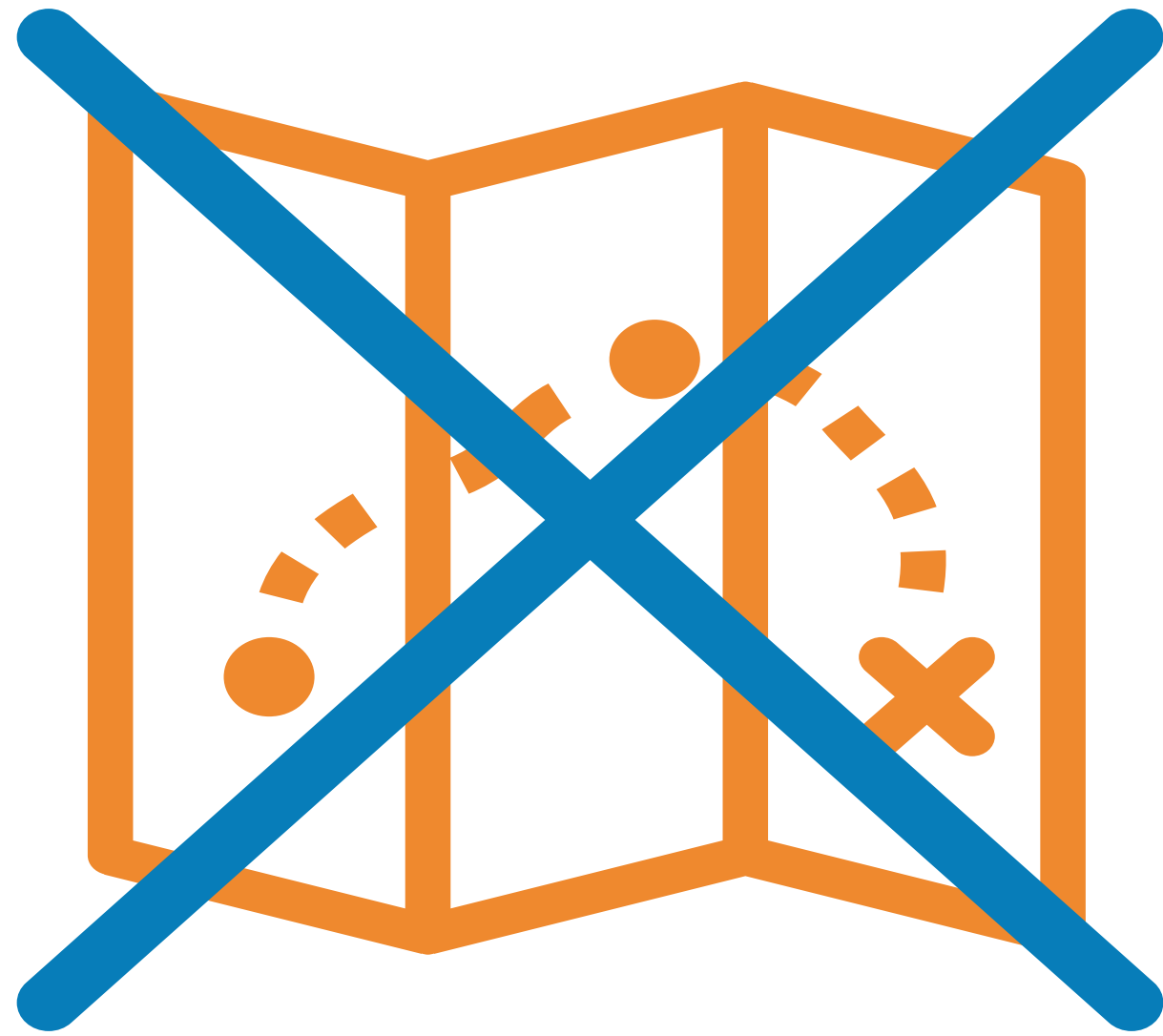
11 people



"Regimentation is not a problem on the space station. Having **a sense of purpose every single minute** of your day is one of the things that helps us get through those long periods of isolation. Regimentation can really help."

LACK OF CLEAR DIRECTION

L E A D S T O I S O L A T I O N



Carter Cast, former
CEO of Walmart.com

“When people face a problem with a lot of **unknowns**, they often **pull back, isolating themselves** rather than seeking the advice they need. People get scared and retreat.”

“The loneliest I have ever been was when I was managing at scale and I just **did not know** if I was doing it right. I did not know who I could talk to.”

Confusion spurs alienation.
Clarity cultivates connection.

Where is a **lack of clarity**
hindering your team's
connection?

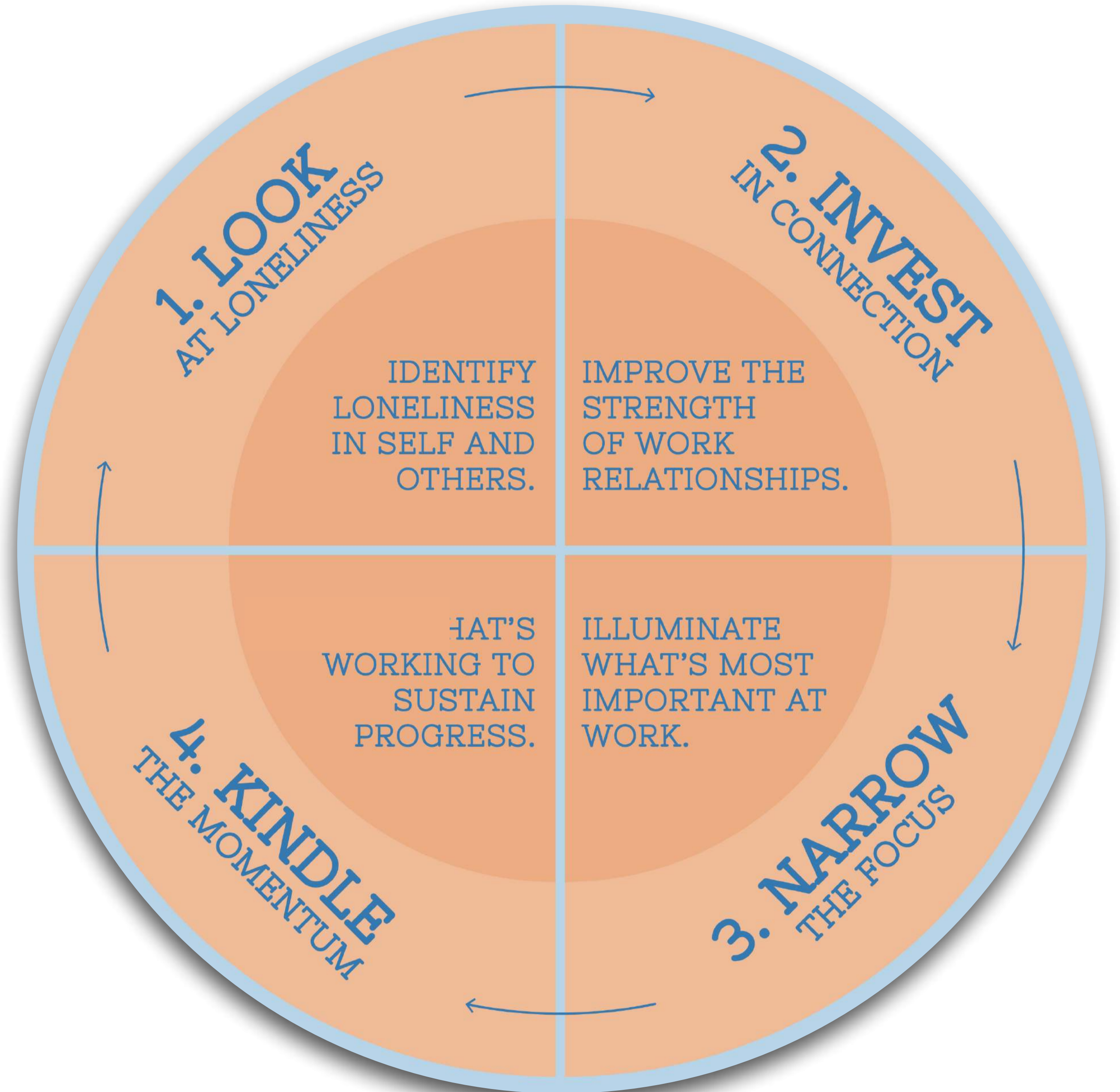


Responsibility Statement:

Do what's asked and ask lots of questions.

STEP #4

Kindle the Momentum



EVOLUTION OF IGNORING OTHERS ON PUBLIC TRANSIT



PAST



PRESENT



Connecting with others (even strangers) makes us **feel good** whether we're the initiator or receiver...
or introverted or extroverted.

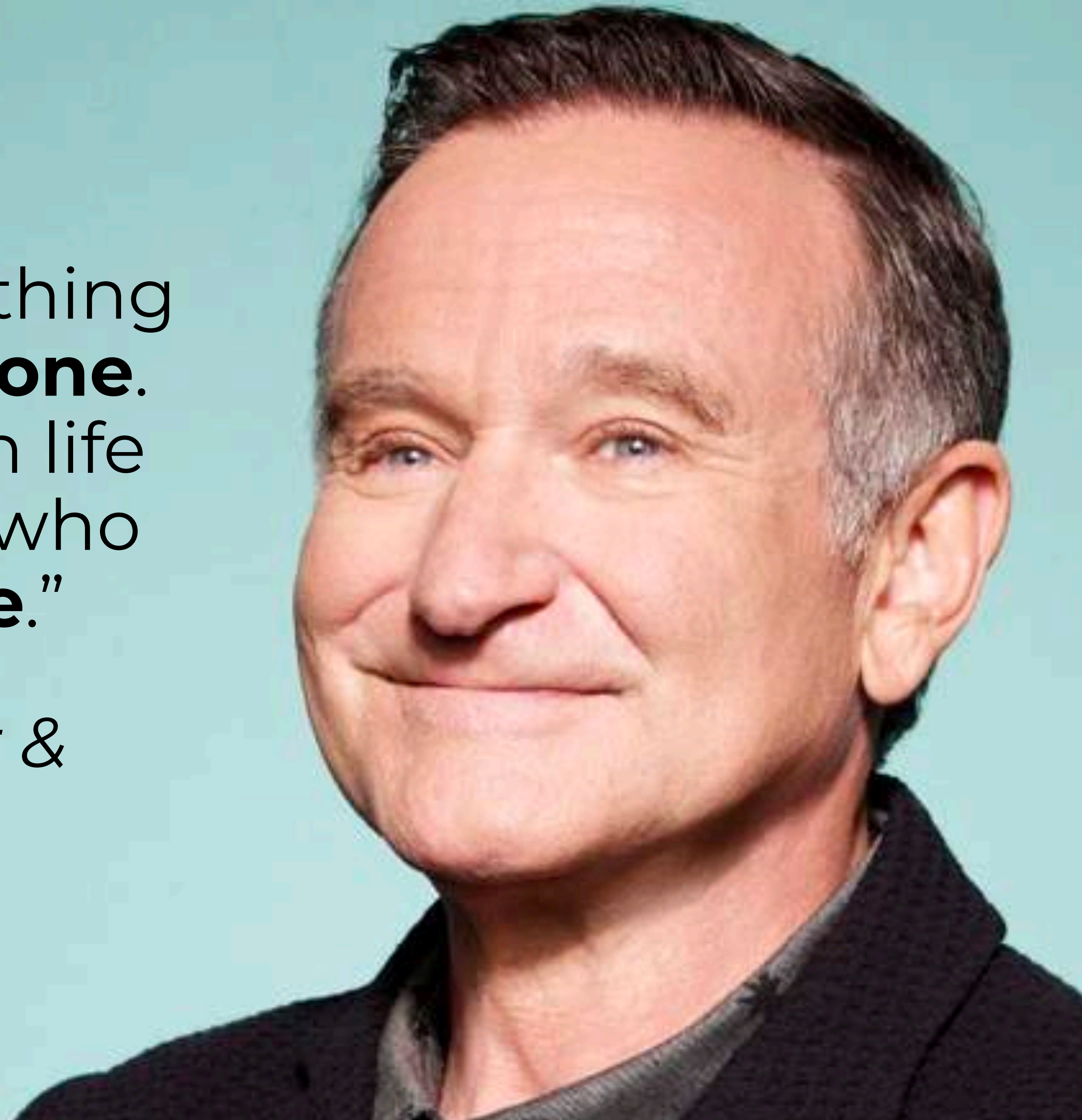
How is your **brain**
misleading your
connection efforts?



Connections
don't have to be
lasting to be
meaningful.

“I used to think the worst thing in life was to end up all **alone**. It’s not. The worst thing in life is to end up with people who make you **feel all alone**.”

-Robin Williams, actor & comedian



AGENDA



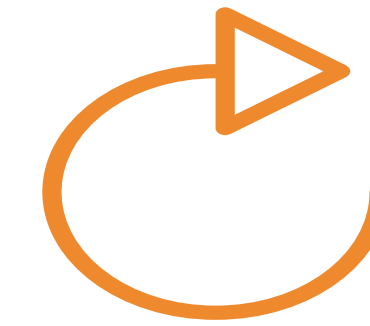
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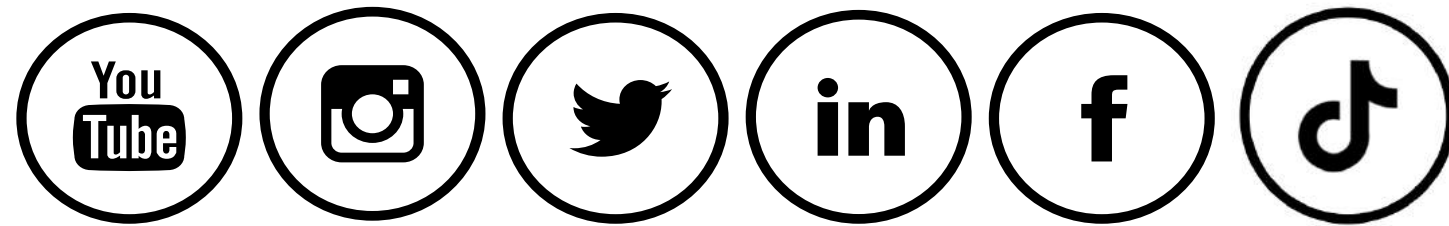
wrap-up

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Q&A & KEEP CONNECTED

CONCAT
INFO

Want to connect with Ryan?
Email: ryan@lesslonely.com



@RyanAndSteven

BONUSES

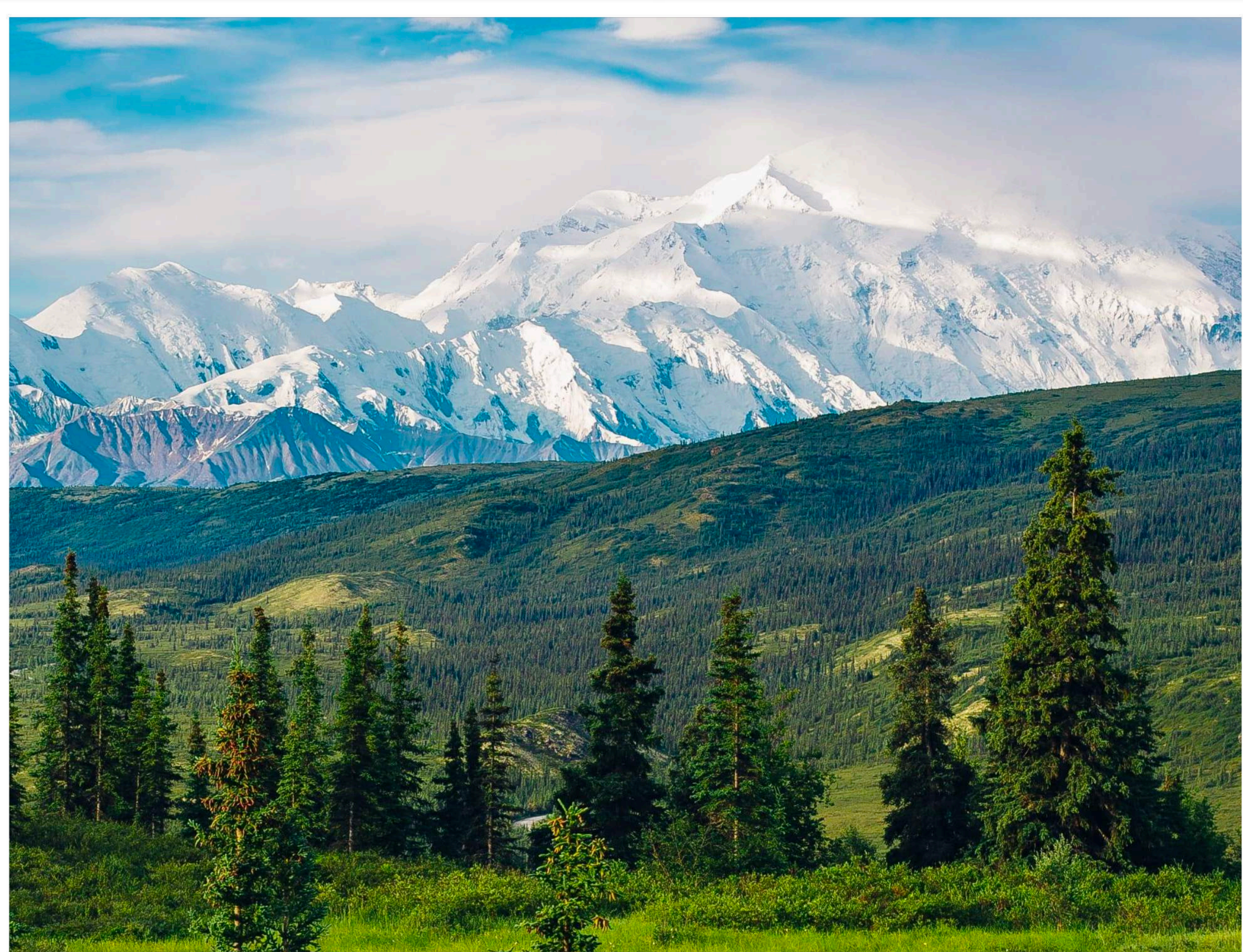


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“Happiness is only real when **shared.”**

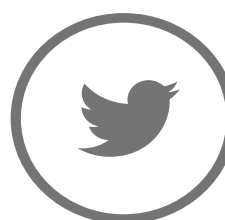
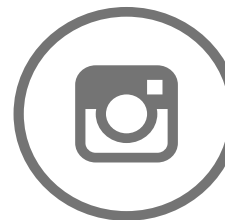
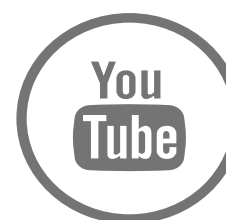
THANK YOU



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@RyanAndSteven

REFERENCES

- Connectable: How Leaders Can Move Teams From Isolated to All In* (McGraw-Hill 2022) by Ryan Jenkins & Steven Van Cohen
- Why Most Employees are Lonely and Underperforming by Ryan Jenkins 2020: <https://www.entrepreneur.com/article/352081>.
- How to Lessen Loneliness and Boost Belonging at Work by Ryan Jenkins 2020: <https://www.entrepreneur.com/article/352081>
- The Happiness Lab with Dr. Laurie Santos: <https://www.happineslab.fm/season-1-episodes/mistakenly-seeking-solitude>.

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