

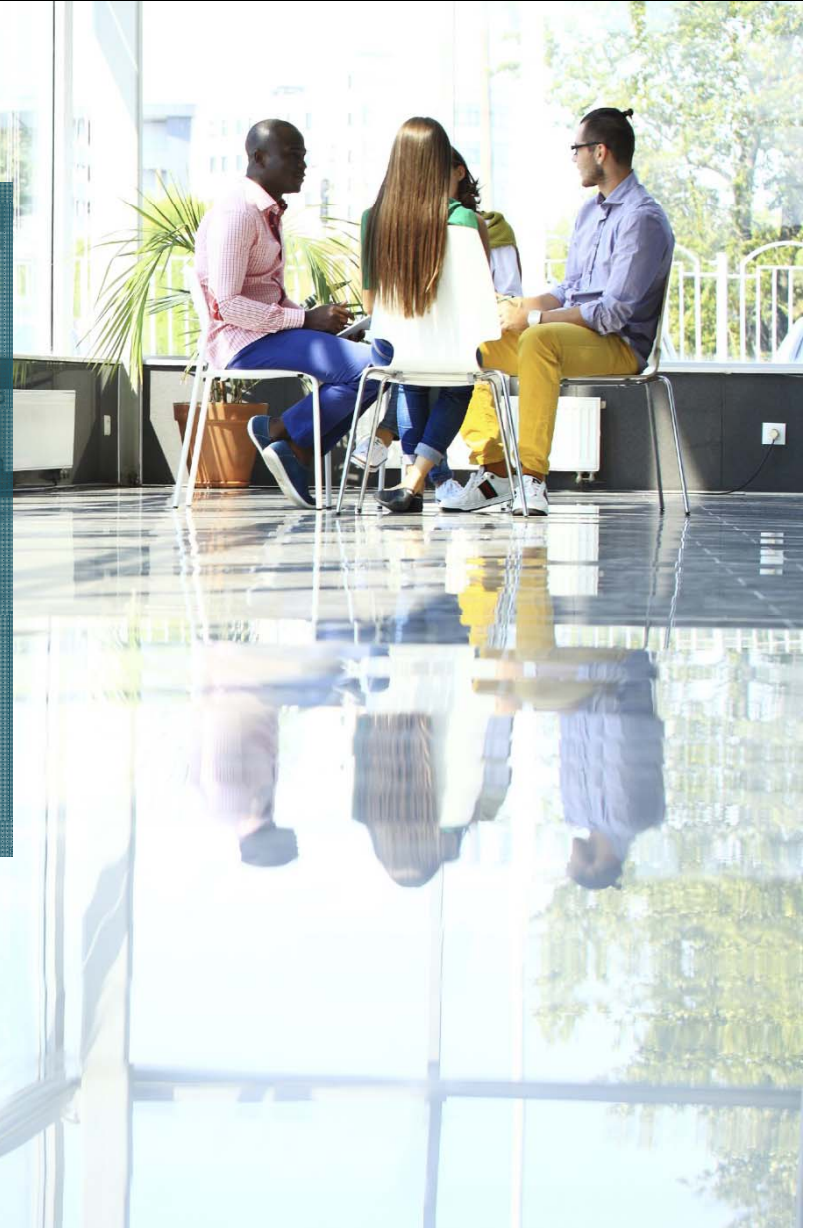


Connected
Commons



Leadership

The Critical Role of Relationships in Thriving at Work Today



It's Counterintuitive: Thriving Is About Who, Not What



It's not the
work...

It's not the
role...

It's not the
pressure..



Thriving and
personal well-being
is about the
relationships—how
people interact and
engage each other.

Organization Mission Isn't Destiny



Thriving / Positive

- ✓ Communication
- ✓ Trust
- ✓ Relationships
- ✓ Open
- ✓ Valued
- ✓ Respected
- ✓ "Voice"
- ✓ Recognized
- ✓ Interested

Not Thriving / Negative

- ✓ Insignificant
- ✓ Disrespected
- ✓ Cog in wheel
- ✓ Pointless
- ✓ No future
- ✓ Not valued
- ✓ Not challenged
- ✓ No sense of purpose/mission

You Have More Control Than You Think



People told stories of taking control, making profound and important changes to the structure of their lives or in their interactions with others. Changes were often made with great trepidation ... and then, nothing. No pushback, no problem, only benefits.

- Jobs and roles are less defined and ever-changing
- Networks are not bound by location, role, demographics
- Options and choices abound

- “Why didn’t I do this sooner?”
- “People adapted around me immediately.”
- “Work/life balance isn’t something the company gives you—it’s something you have to do for yourself.”
- “The demands of work won’t change ... You have to change.”

5 Ways People Shape Their Work And The Network So They Can Thrive



1

Know what kind of work and relationships help you thrive.

2

Connect off-task and make room for fun.

3

Build a rich internal network

4

Take control of your calendar.

5

Invest in your non-work network.

5 Ways Leaders Make A Difference For Their Teams



1

Establish the why in the work.

2

Create a context of learning, co-creation and autonomy.

3

Hold systematic check-ins with direct reports and in teams.

4

Hire for and cultivate “we” behaviors.

5

Show genuine interest and concern for others.