

The Connected Leader

 COLETTE CARLSON.COM



Your success is in
direct proportion to
your ability to connect.

The background is a solid blue color. Overlaid on this is a large, stylized letter 'S' formed by two thick, curved blue bands. The word 'Influence' is written in a white, sans-serif font, centered horizontally across the middle of the 'S' shape.

Influence



The background is a solid blue color with several large, light blue, curved shapes that resemble stylized 'C' or 'G' characters scattered across it. These shapes are semi-transparent and overlap the main blue background.

A Day in Your Life

Relationships with management
is the **#1 factor**
in a person's job satisfaction.

McKinsey & Company 2020 Analysis

Intentional

vs. Transactional

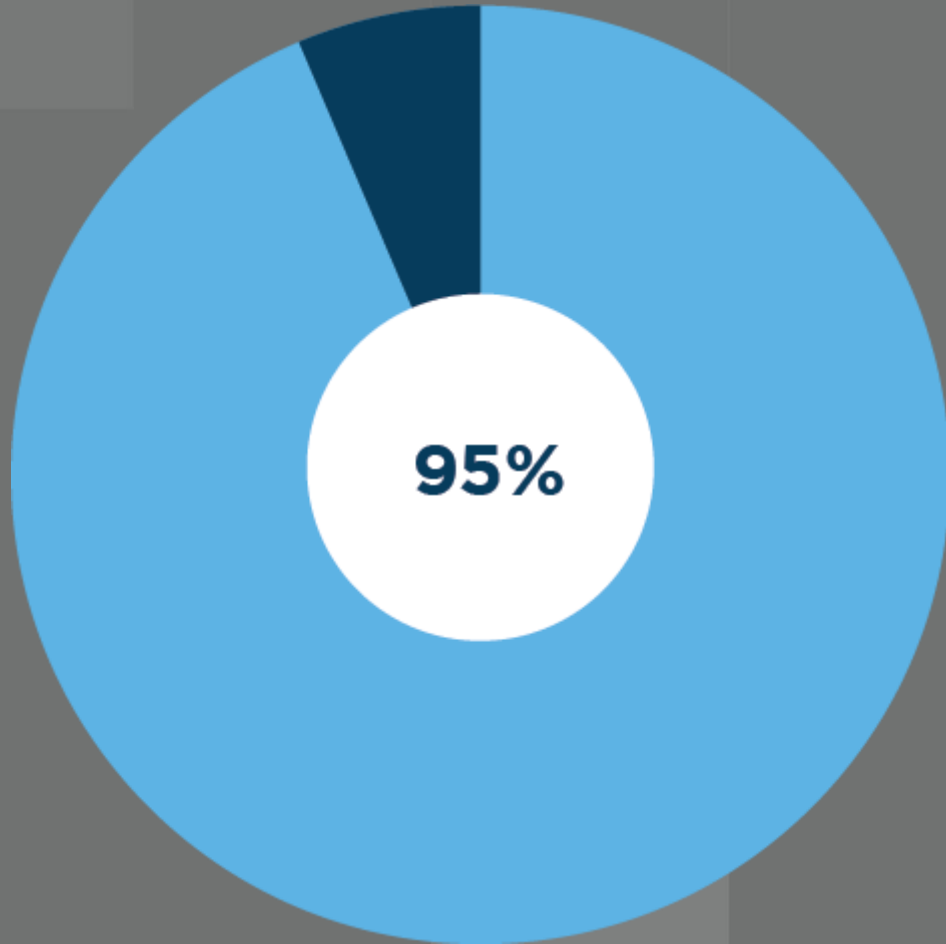
AWAKEN YOUR AWARENESS



What % of people identify as having high *self-awareness*?

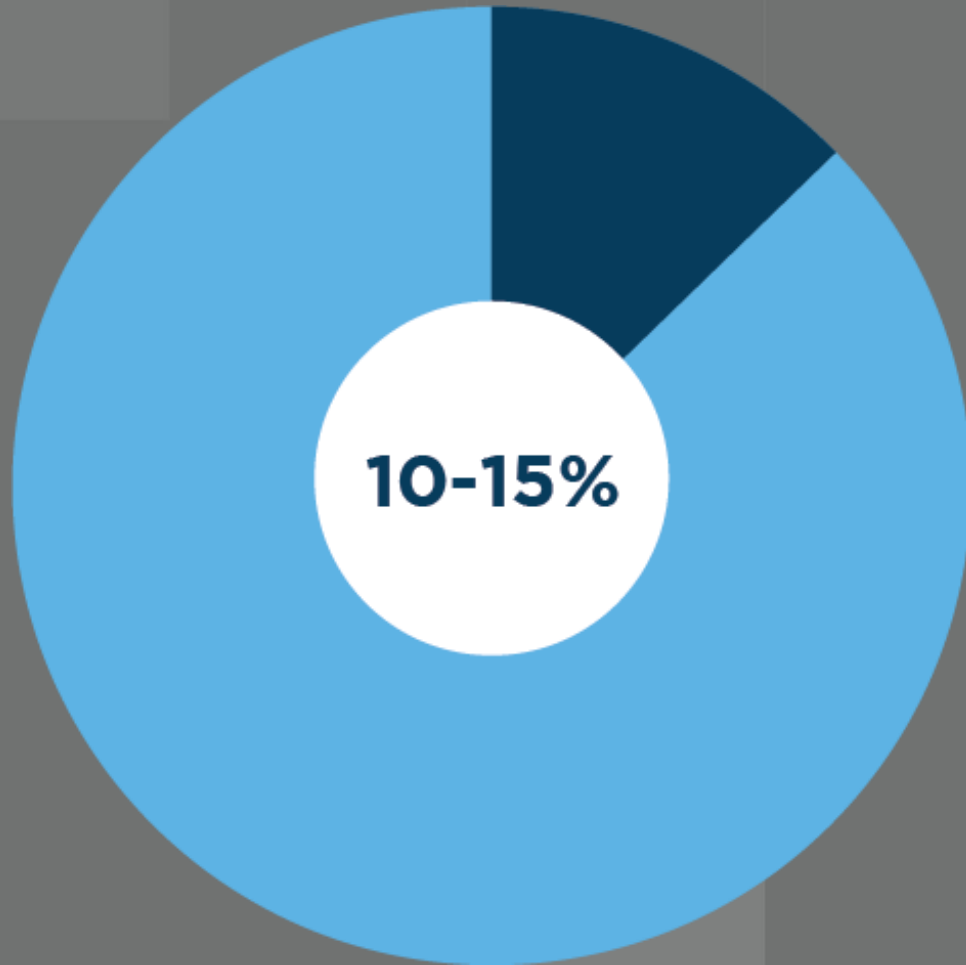
Dr. Tasha Eurich
Harvard Business Review, 1/4/18
10 Investigations, 5000 Participants





95% of people
identify as having
high self-awareness

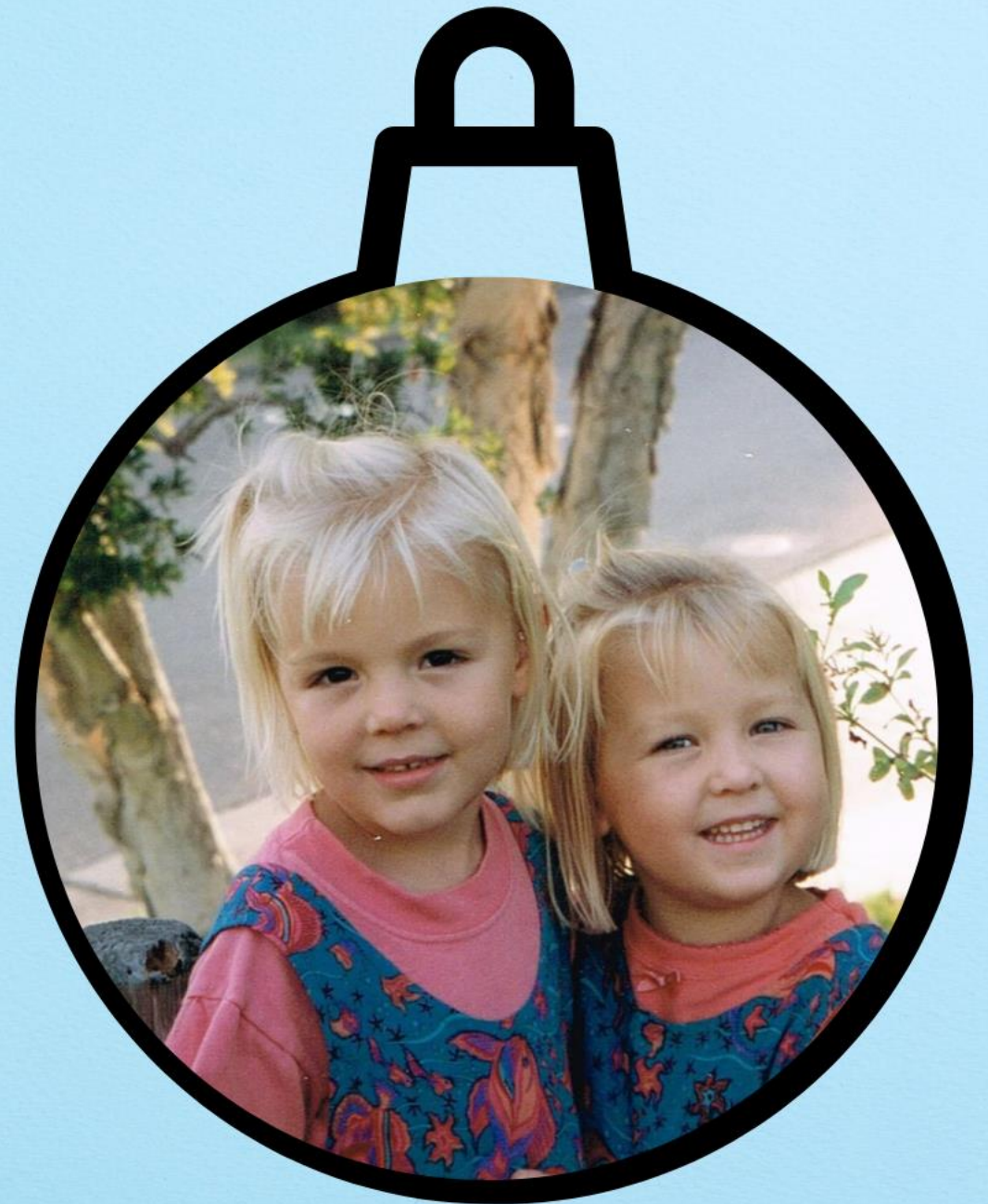
Dr. Tasha Eurich
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**10-15% of people
met the criteria for
internal and *external*
self-awareness**

Dr. Tasha Eurich
Harvard Business Review, 1/4/18
10 Investigations, 5000 Participants

People don't connect with who
you **THINK** you are.
They connect with the **IMPACT**
you have on them.



Awareness only builds
connection when you
put it into **action.**



Connection



Perfectionism

The background is a solid blue color with several large, overlapping, curved shapes in a lighter shade of blue, creating a dynamic, abstract pattern.

Seek Connection,
Not Perfection



Control





Trust



VALUE

Checking IN
OR
Checking UP

**ASK DEEPER,
RICHER
QUESTIONS**



Talk vs. Listen



Connection Lives in the Follow-Up Question



Answers vs. Questions

- If you had to guess where you might find this information, *where would you first look?*
- What examples have we had in the past that are like this situation? *What did we do in those circumstances?*
- If I wasn't here today, *how would you go about gathering this information?*



Invite Insight

What has been on **your mind** lately?

What is **working well** for you right now?

What is your **biggest concern** right now?

What is the *ONE* thing you wish I went about differently to create a culture where everyone looked forward to coming to work?

What is *ONE* thing you need from me to do your best work?

**CONNECTED
LEADERS
REFLECT,
NOT DEFLECT**



How are you taking care of
yourself *today*?

How can I support you *without
overstepping*?

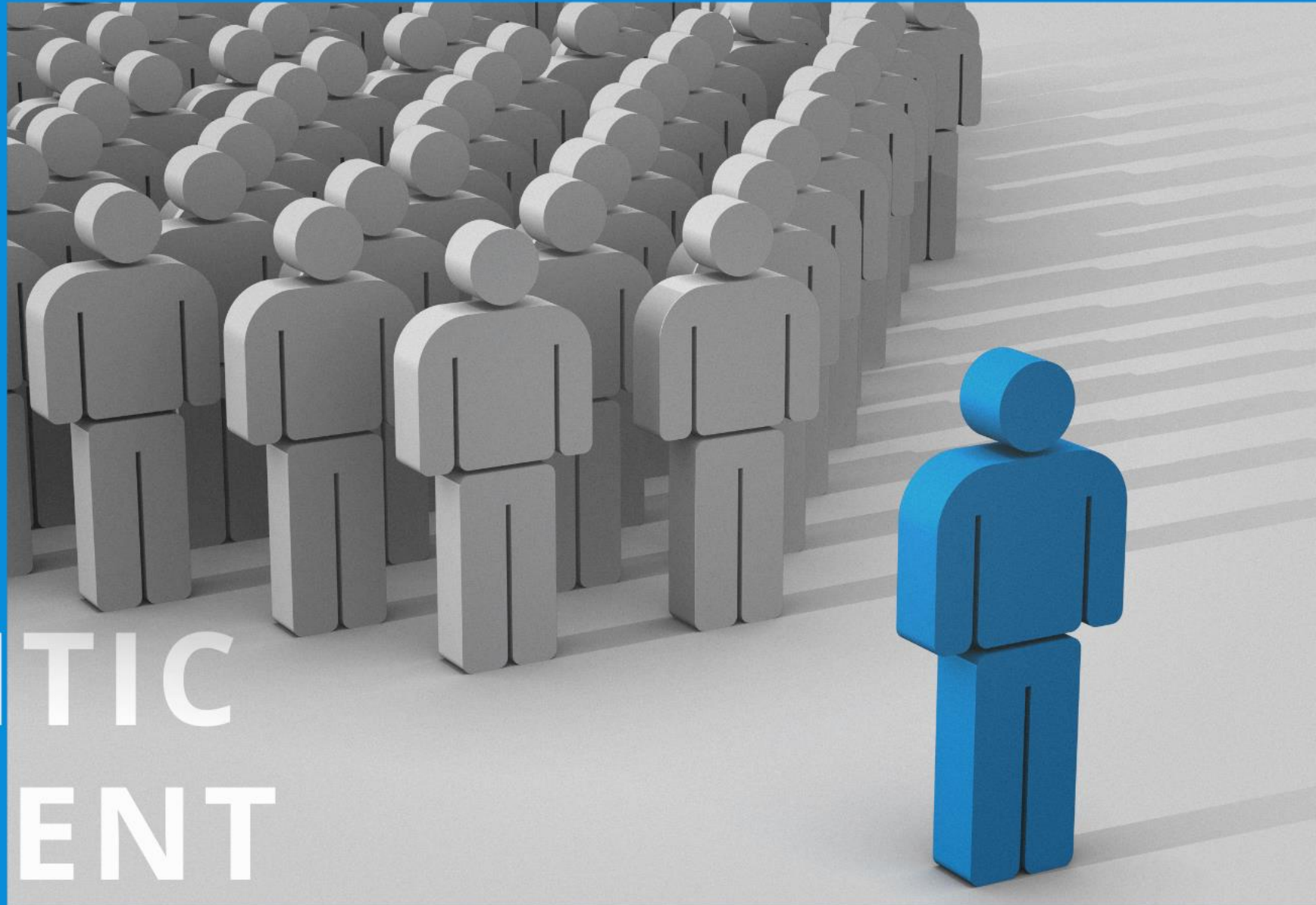
A collage of approximately 15 diverse people's faces, including men and women of various ethnicities and ages, all smiling. The photos are arranged in a grid-like fashion with some overlapping. A large blue circle is overlaid on the left side of the collage.

SOUL
behind the
ROLE

DARE TO CARE

Trust begins when someone
feels you **care more about**
THEM than your agenda.

**BE IN
AUTHENTIC
ALIGNMENT**





Trust

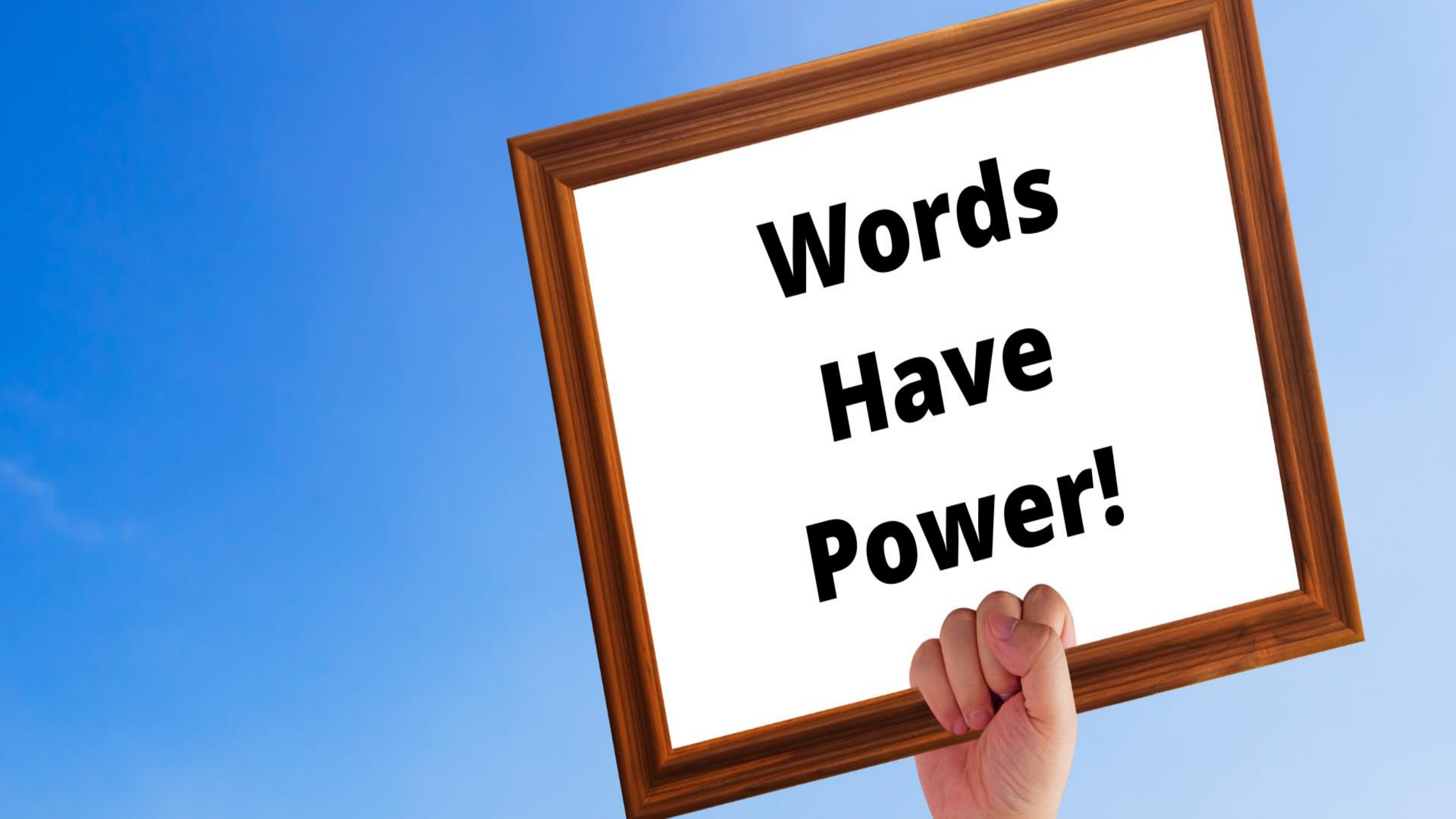


Clear, Sincere, Respectful
Communication

**That conversation you've been avoiding
is actually *a leadership opportunity.***

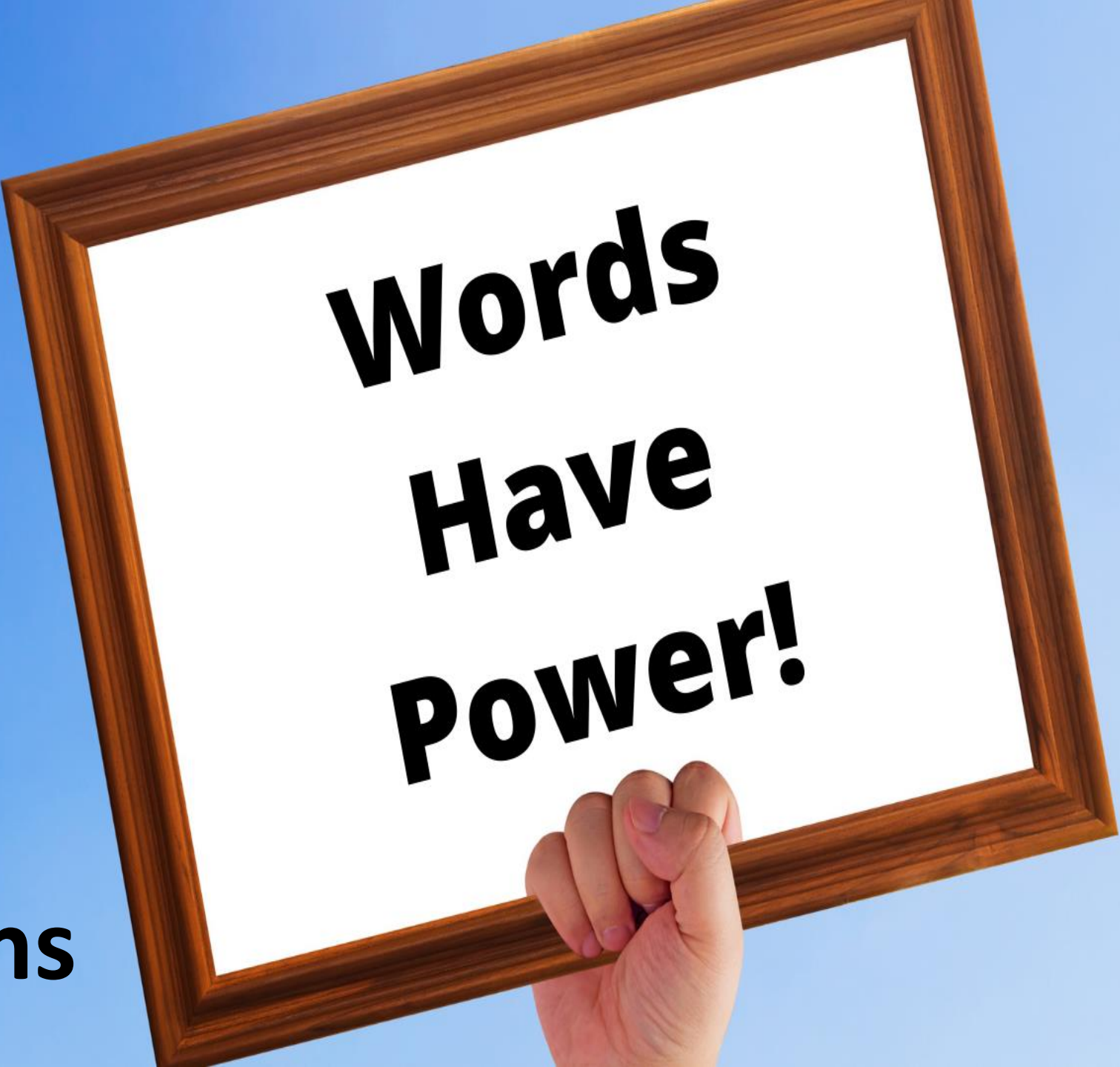


***If you AVOID,* you are saying I accept and
acknowledge your behavior.**



**Words
Have
Power!**

**Validate
Educate
Offer Solutions**



**Words
Have
Power!**



Feedback

Thanks for making time to have
this conversation. I want you
to know I'm also committed
to understanding **your**
perspective on this matter.

Let's DEALTM

D Describe Data

E Explain Impact

(concerns, puzzles, surprises, uncomfortable)

A Ask Assertively

L Listen & Learn



CONNECTED CONVERSATIONS



**BE A HUMAN
HIGHLIGHTER[®]**





TORTILLA CHIPS
Jalapeño Lime

KETTLE
BRAND
POTATO CHIPS
SEA SALT & VINEGAR
eat taste...naturally™

bel
PITAS

GLUTEN FREE
Calories 170

nature's bakery
blueberries
apple slices



Uber Ann





WHO matters
WHAT matters
WHY it matters



Why did they quit?

Employees:

54% - did not feel **valued** by my **organization**

52% - did not feel **valued** by my **manager**

51% - did not feel a **sense of belonging**

McKinsey & Co. Research: 'Great Attrition' or 'Great Attraction'

Be A

Human Highlighter[®]



Make a Connection Commitment



Let's stay
connected!

 @motivational
speakercolette

 @colettecarlson

Give feedback to Colette

1. Scan this QR code

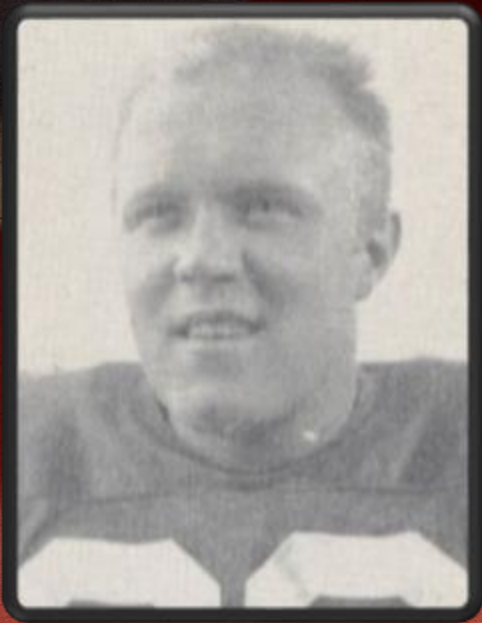


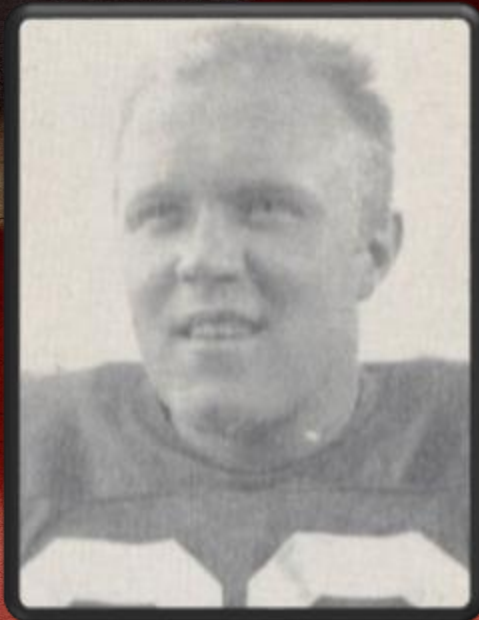
2. Enter this code
on the screen

connect

Or go to talk.ac/colettecarlson









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connected!

 @motivational
speakercolette

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