Meeting #1 – The Power of Connecting

Launching Points

- Help team members understand the importance of improving connections in order to achieve more successful outcomes.
- Review the definitions of diversity, inclusion and connecting.
- Have team members re-visit the impact of connecting and disconnecting.
- Have team members gauge connectivity and attitudinal responses.

Talking Points [Title Slide 2]

- Share your perspective on the training and the importance of connecting and ask for team input.

  SAMPLE DIALOGUE: *The connecting class really helped me see that if we are going to achieve our goals, we need to do a better job of making sure everyone is feeling included. What are your thoughts about the training?* After you get input introduce the theme of the first meeting. *Today we're going to talk about the power of connecting.*

- Review the definitions of diversity, inclusion and connecting. [slides 3-4]

  SAMPLE DIALOGUE: *I think we were surprised by the connecting training because the definition of diversity was so broad. It was clear that differences can cause a disconnect that can impact our level of inclusion, so over the next several months we're going to talk about how we can improve our ability to connect. To get us started – let's answer a question: What differences might make a difference when it comes to inclusion on our team and why? [slide 5]*

- Ask team members to re-visit the impact of connecting and disconnecting.

  SAMPLE DIALOGUE: *Let's revisit the impact of connecting/disconnecting internally and externally on the individual and on the organization.* Review the matrix with the four quadrants. [slide 6] *Where do you see yourself, the team, the customers and why? [slide 7]*

- Ask team members to review the gauging connectivity chart.

  SAMPLE DIALOGUE: *In the training we were asked to gauge connectivity and a common pattern was presented.* Show slide of matrix and let them know it is typical to have a discrepancy. [slide 8] *The problem is all of us "think" we connect well with everybody, but we often engage in unintentional behaviors that cause a disconnect. In order to improve the connections, each of us have to take our share of the responsibility (starting with me as the leader) and we need to talk about how to get better – which is what we'll be doing over the next several months.*

Landing Points

■ Business Application

> SAMPLE DIALOGUE: *Together I would like to try and draw some specific business applications based on what we've discussed today. Given the fact that the impact of connecting is so powerful, I'd like us to recall the "Victimeter"? [slide 9] Where do you see yourself, where do you see the team and why? [slide 10]*

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> SAMPLE DIALOGUE: *We can't afford to become victims (or even just survivors) – we need to navigate. So how can we improve the connections? What could I do as the leader? What could you do? What could the team or the organization do? [slide 11]*

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■ Personal Application

> SAMPLE DIALOGUE: *Before we leave, I'd like each of us – including me – to write down one action item based on our discussion today that we are personally willing to work on (no matter how big or small). I will be collecting our action items and have them typed up to distribute before our next meeting. [slide 12]*

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