

# Togethershhip Tips #3

By Motivators@Work

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## Building human connection in the world of work.

As work environments evolve, especially with the rise of remote/ hybrid models, managing teams has become more complex. Leaders today must navigate constant change, heightened expectations around worklifebalance, wellbeing, and DEI. In this dynamic landscape, creating a cohesive, resilient and effective team is more critical than ever. Enter the concept of Togethershhip.

Today, we want to dive deeper into Step 2: the importance of human connections in the workplace.

Since the COVID-19 pandemic, many employees have found it increasingly challenging to connect with their colleagues. This struggle stems from significant changes in the way we work, including:

- The lack of physical presence due to remote work
- Fewer informal, organic interactions
- Being trapped in endless faceless virtual meetings
- Stress caused by blurred boundaries between work and life
- Disconnection from workplace culture
- Fewer shared experiences

Cultivating a deeper human connection – whether in the office or at team/company events – lays the foundation for stronger teams. It's essential to go beyond standard interactions and create space for people to engage in more meaningful ways.

Here are some tips to help your team bond during a team-building event or company gathering:

- Start with lighthearted questions: In groups of 4-6, ask fun questions about each person's past experiences – something that's sure to bring laughter. Your first concert? Teenage crush? ❤️ Laughter is physiologically proven to connect us at a deeper level
- Speed dating with a twist: Have participants rotate in quick conversations, with each round focusing on the question: "How can I help you?" This not only builds rapport but also encourages cross-functional support.
- Create a support circle: Place one person in the center of a group, where they can ask for help. The surrounding team offers ideas or assistance, creating a culture of mutual support.
- Incorporate energisers that build connection: Try activities like "What do we have in common?", "Find the differences," or the classic "Cats or dogs?" to spark conversations about shared and differing perspectives. Fun energisers bring in that laughter connection too.

Even for teams that know each other well, these exercises reveal new insights and strengthen bonds. By incorporating these practices, you'll help your team connect on a more human level which is key to achieving #togethershhip and improved collaboration.

**Real-World Success: Bringing teams together under a new boss.**

One of our clients faced the challenge of creating team cohesion between 3 new teams that were brought together in a hybrid work setup. The team leader recognised the importance of Step 2 in the Togethershhip process and asked us to solely focus on creating human connection.

The results were transformative. The team not only discovered new sides of each other but also built stronger relationships that enhanced collaboration and improved their overall performance. The leader's dedication to this critical step laid the foundation for a more cohesive, engaged, and productive team.

Would you like our expert support? Don't hesitate to drop us an email or give us a call.

We wish you all the best with building real human connections.

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