



# CONNECTABLE

HOW LEADERS CAN MOVE TEAMS FROM  
ISOLATED TO ALL IN

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**by Ryan Jenkins**

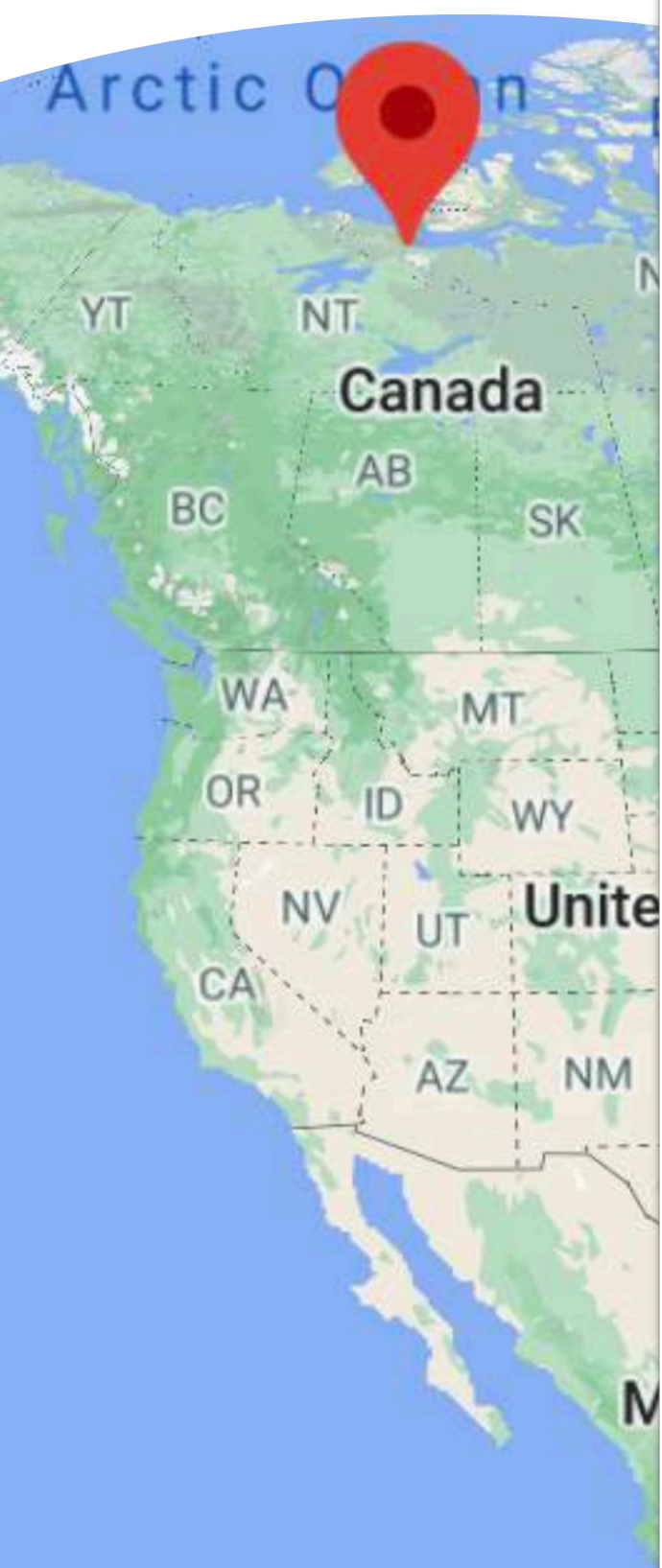
[ryan@ryan-jenkins.com](mailto:ryan@ryan-jenkins.com)



Hybrid & Remote  
Workforce: The  
Future of Productivity

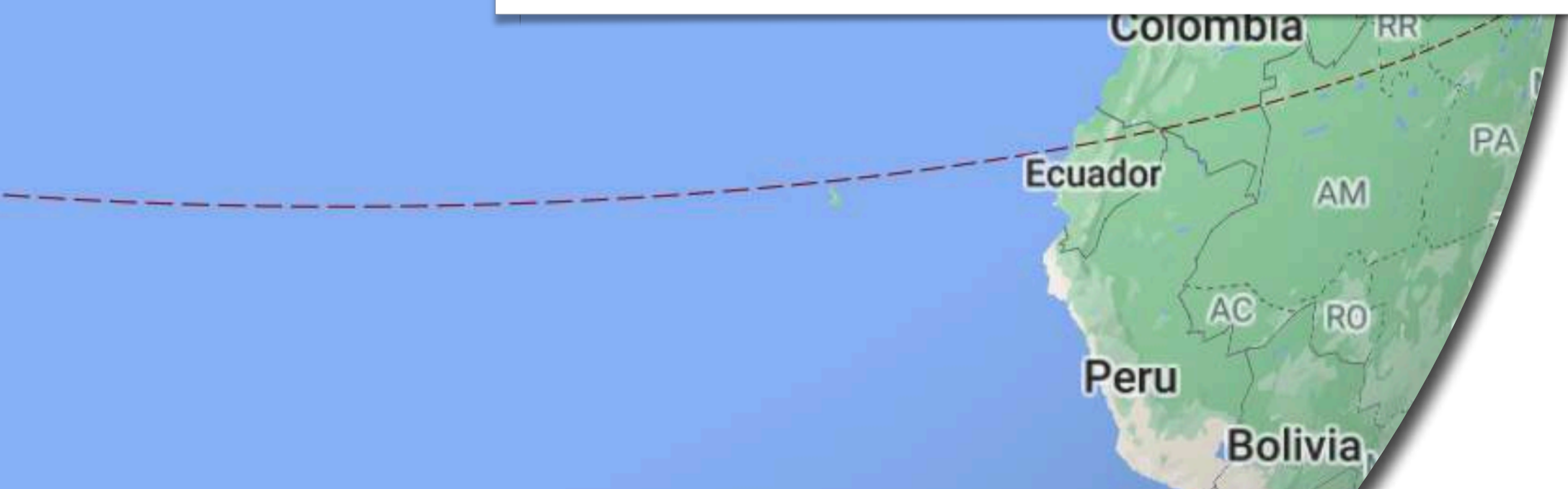
2023 VIRTUAL CONFERENCE





# 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 & DISCONNECTION**



# 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



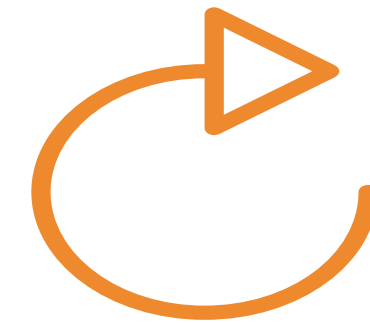
## **STATE & STAKES**

of disconnection  
and loneliness

3

## **QUESTIONS**

to move teams  
from isolated  
to all in



## **SUMMARY**

wrap-up

**ryan@ryan-jenkins.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 disconnected at least monthly**; with 55% saying at least weekly.



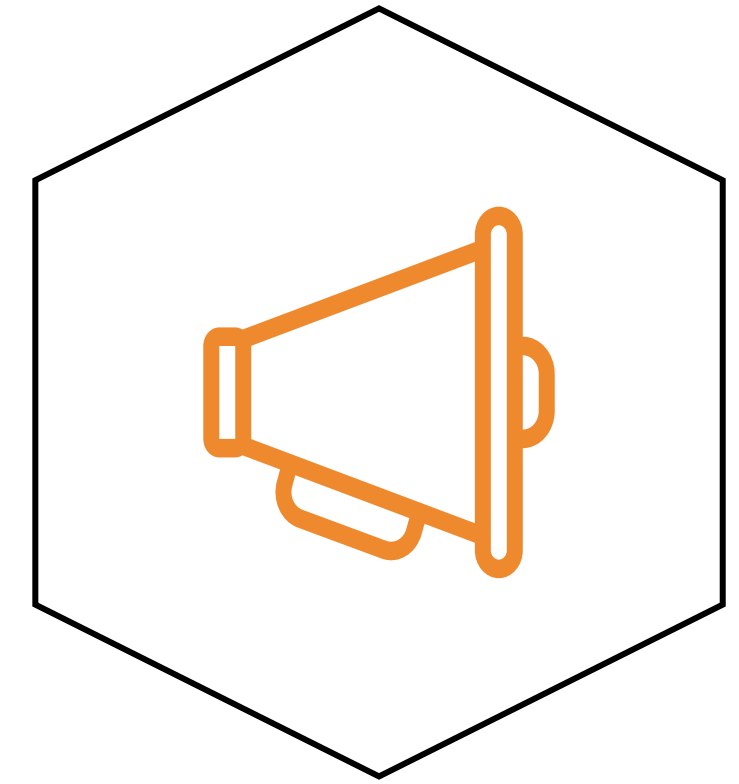
69%

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.

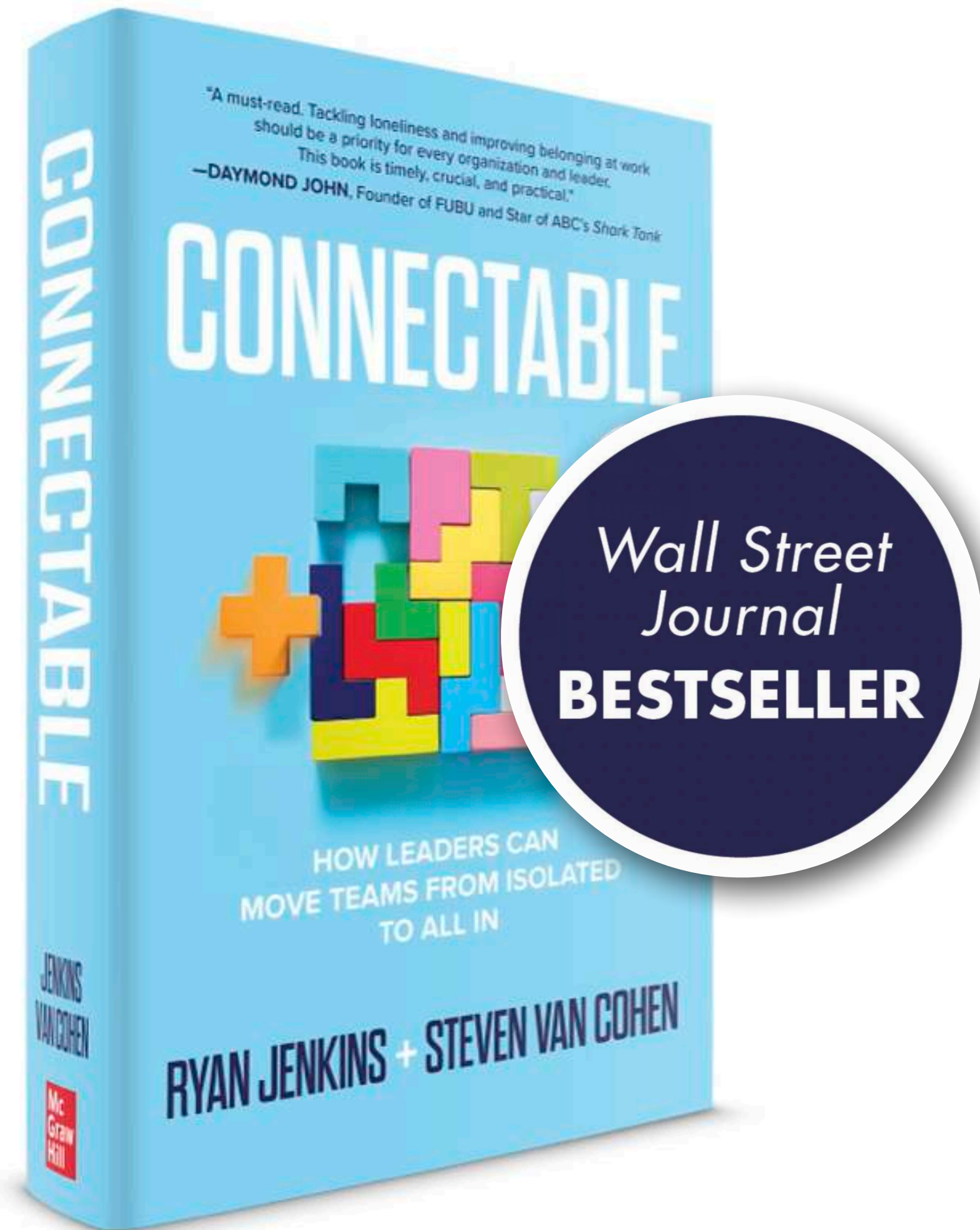
**Loneliness** is *not* the  
absence of people.

**It's the absence of  
connection.**



# YOU'RE ABOUT TO EXPERIENCE

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



**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

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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**Top**  
**Connection**  
**De-railers**



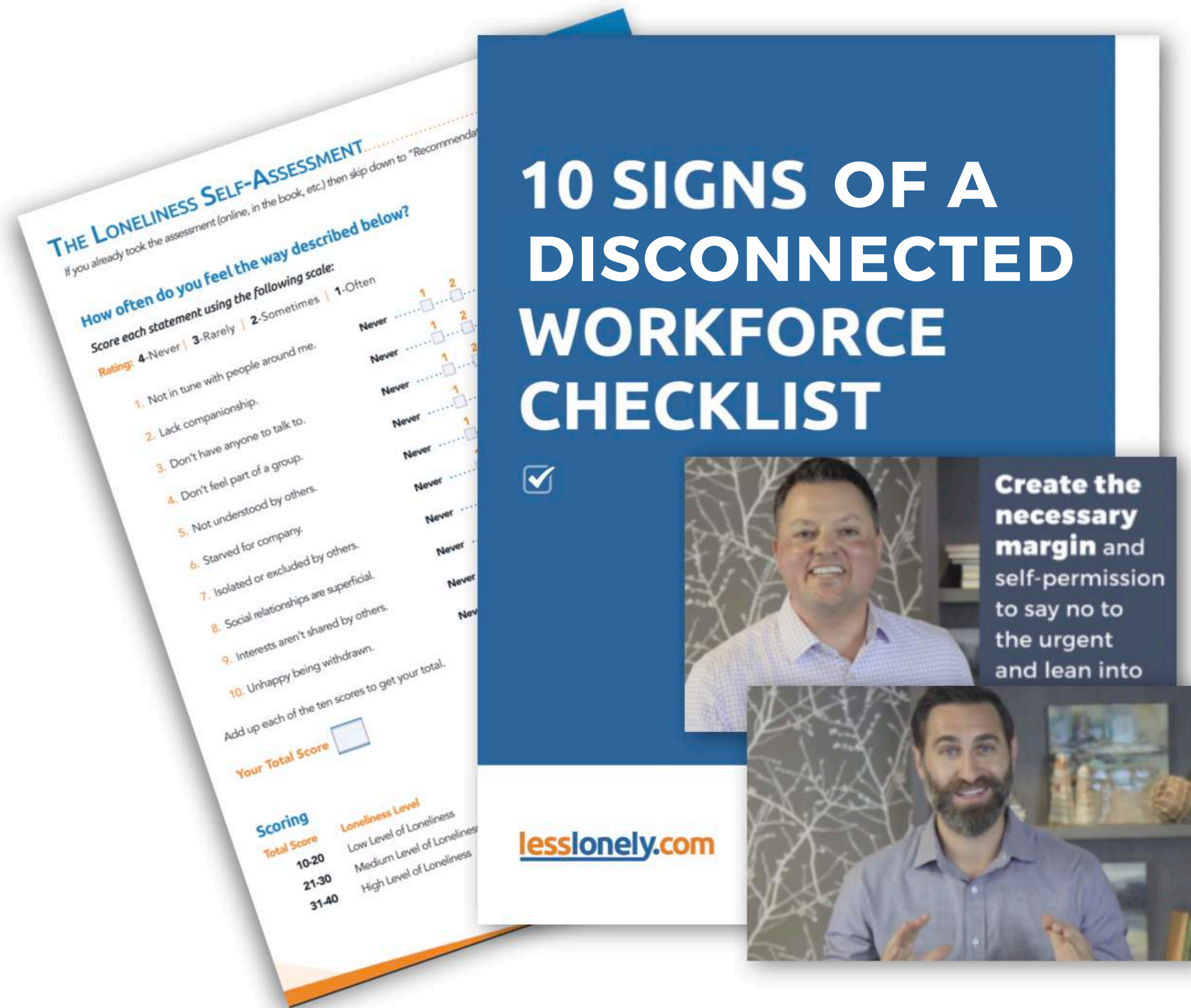
# YOUR CONNECTION KIT

A S S E S S   &   R E S O L V E   D I S C O N N E C T I O N



*Scan to claim your  
FREE connection kit!*

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



- **The Connection Self-Assessment & Improvement Guide (PDF)**
- **10 Signs of a Disconnected Workforce Checklist (PDF)**
- **The 4 Biggest Contributors of Workplace Disconnection & How to Overcome Them (Video Series)**

# 3 TOP CONNECTION

D E R A I L E R S

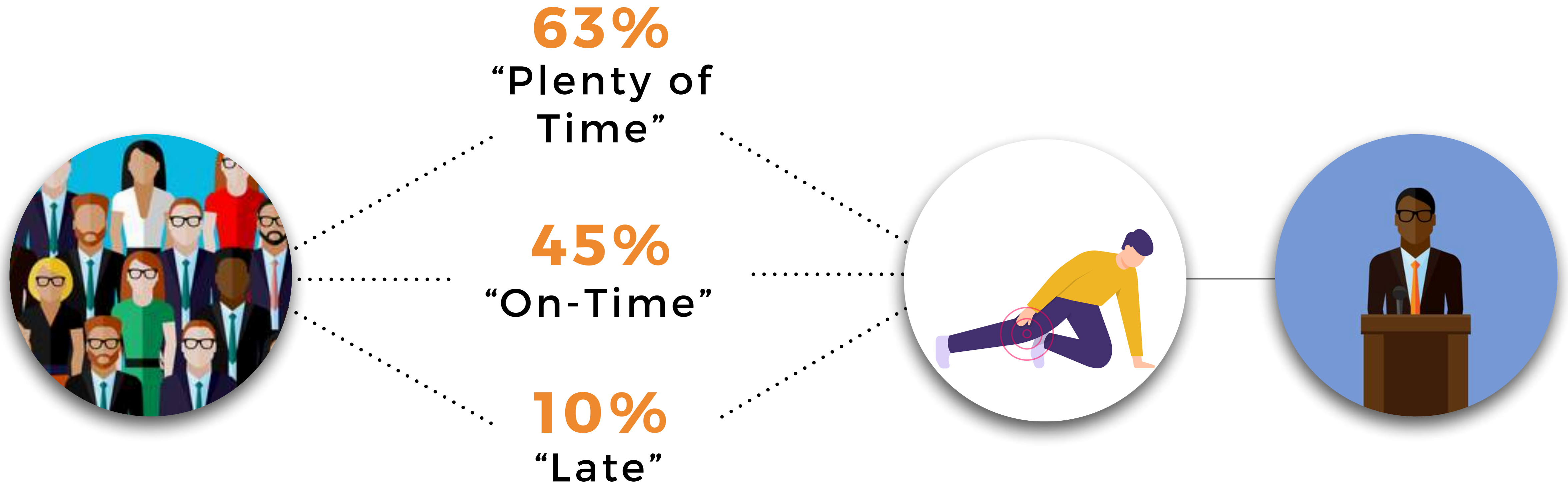
#1

# Busyness



# A SOCIAL EXPERIMENT

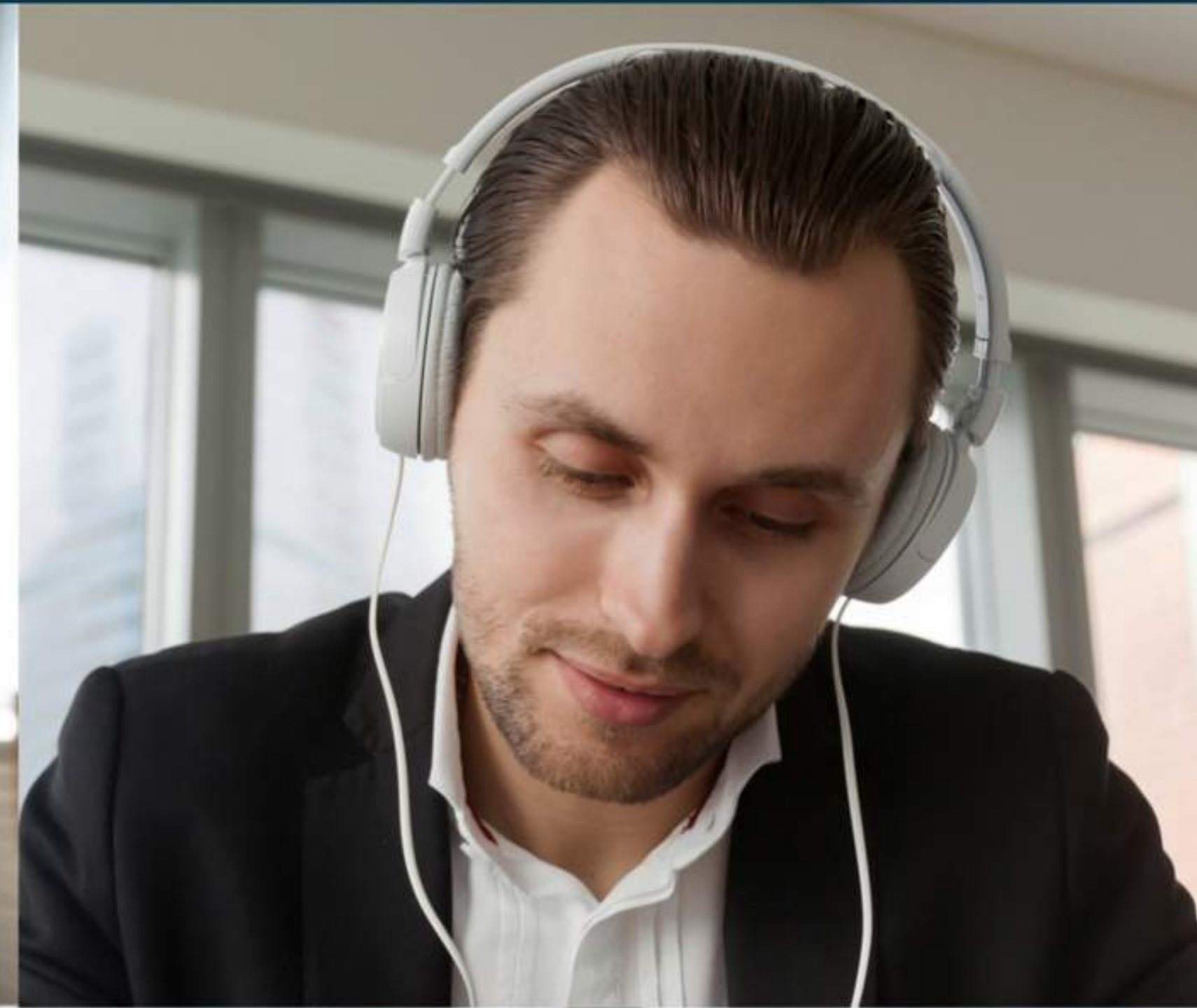
W H O   W O U L D   S T O P   T O   H E L P ?



***Time-constraints severely limit our willingness to connect with others.***

Who are you **stepping over**  
while **busying** about your  
day?







# 3 TOP CONNECTION

D E R A I L E R S

#2

Technology &  
Social Media



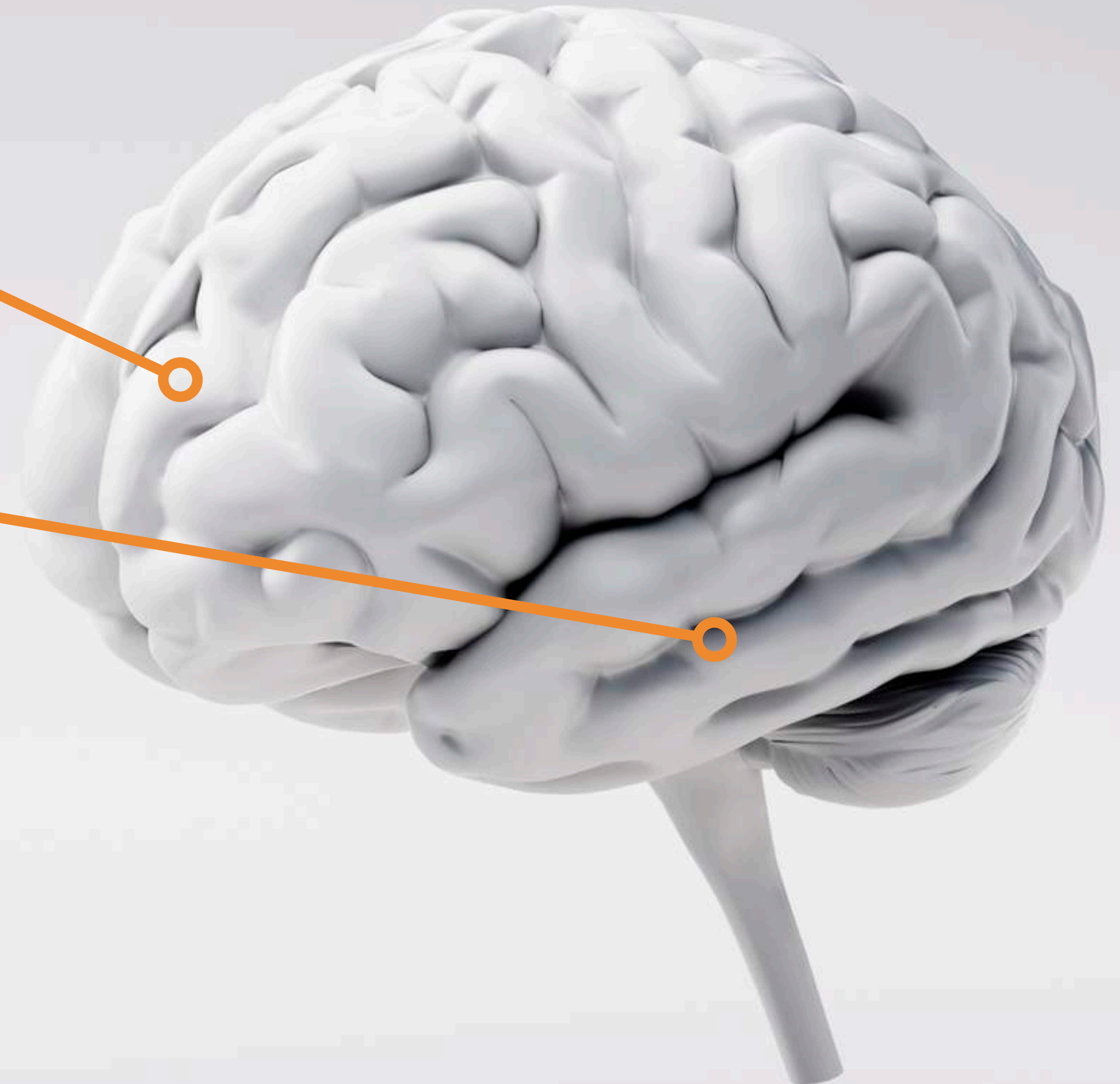
# CONNECTION ILLUSION

M O R E   C O N N E C T E D ?   T H I N K   A G A I N

**Communication** is the **exchanging** of info. It's processed in the **frontal lobe**.

**Connection** is a **feeling of understanding** and ease of communication b/w people. It's processed in the **insular cortex**.

**Communication is *dealt*.**  
**Connection is *felt*.**



How can you **trade**  
**communication** for  
**connection**?





Google

google.com

AboutStore

Google

Things inspirational CEOs say during hard times.

Google SearchI'm Feeling Lucky

AdvertisingBusinessHow Search works

Carbon neutral since 2007

PrivacyTermsSettings

# 3 TOP CONNECTION

## DERAILERS

#3

Lack of  
Clarity



# 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**

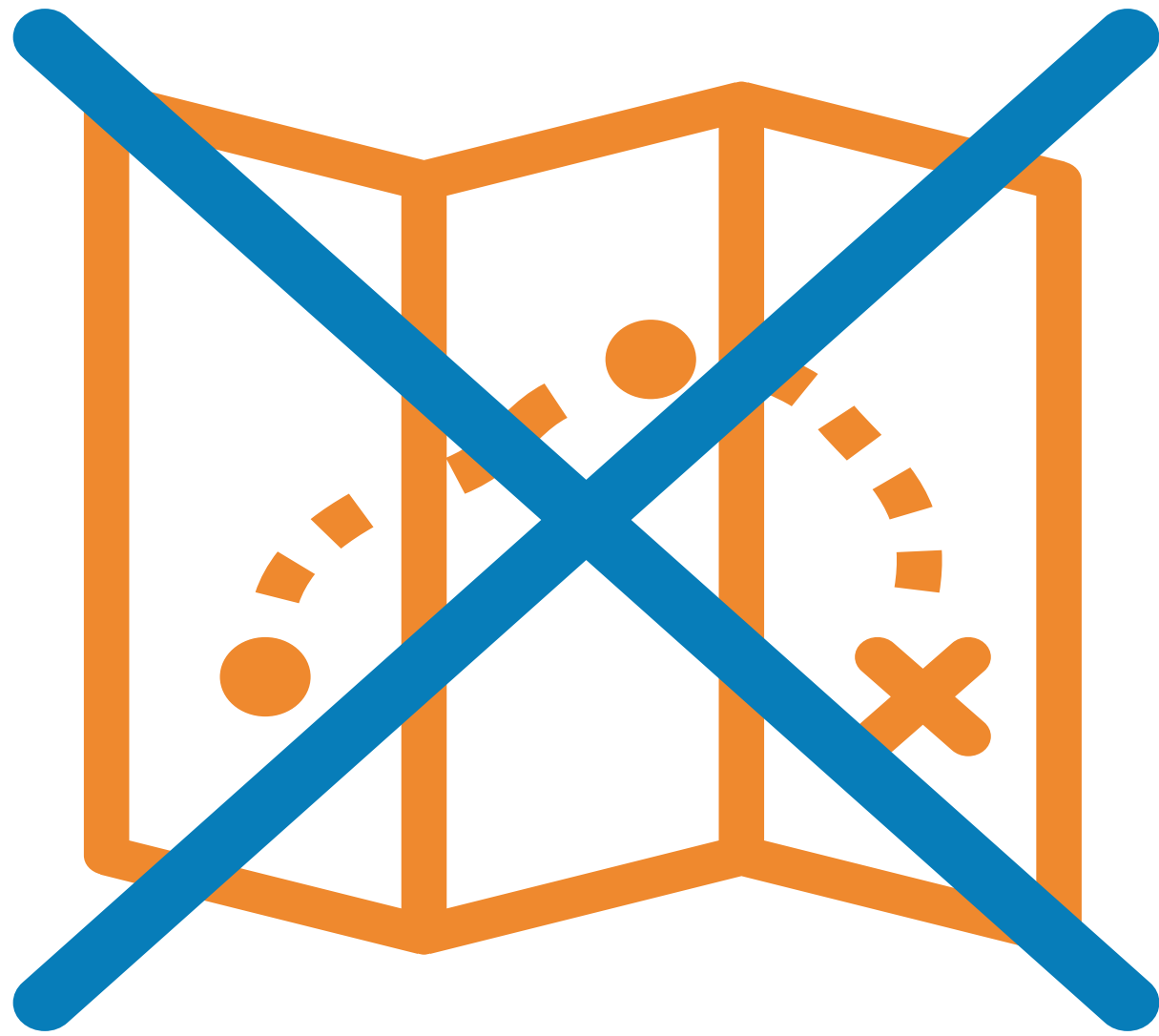


"Clarity is not a problem on the space station. Having **a sense of purpose every single minute** of your day is one of the things that helps us get through those long periods of isolation. Clarity can really help."



# 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?**



A woman with short, curly dark hair is smiling and looking towards a man on her left. She is wearing a white sleeveless top with a blue lanyard around her neck. She is holding a white mug with a spoon. The background is a blurred conference or networking event with other people in business attire.

# **Responsibility Statement:**

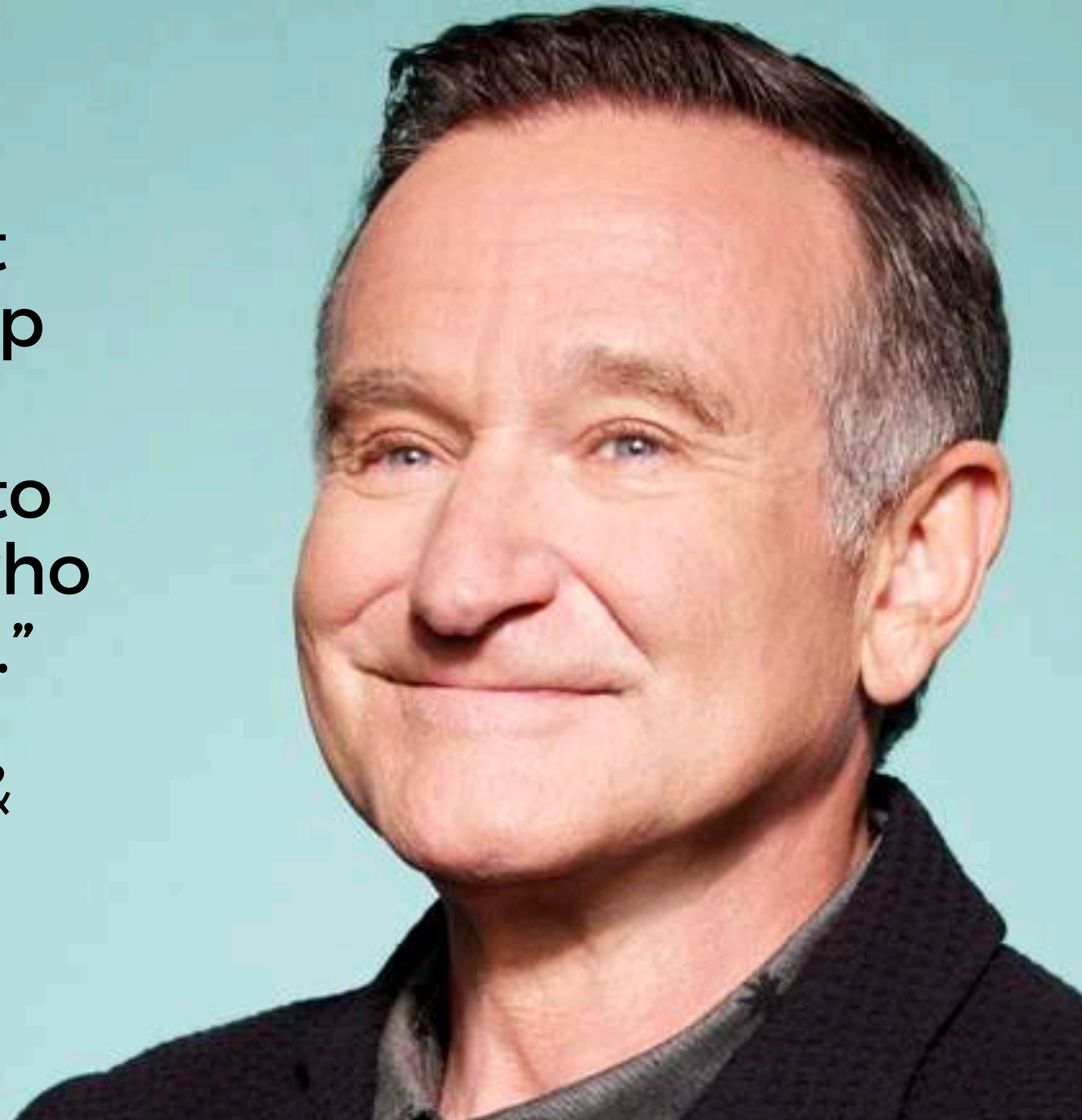
**Do what's asked and ask lots of questions.**



“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 around people who make you... **feel all alone.**”

**-Robin Williams**, actor & comedian



# AGENDA



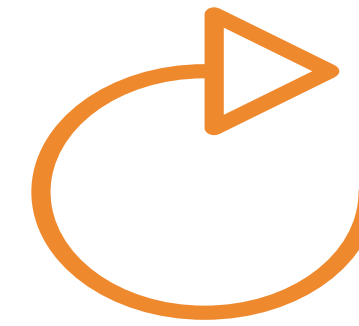
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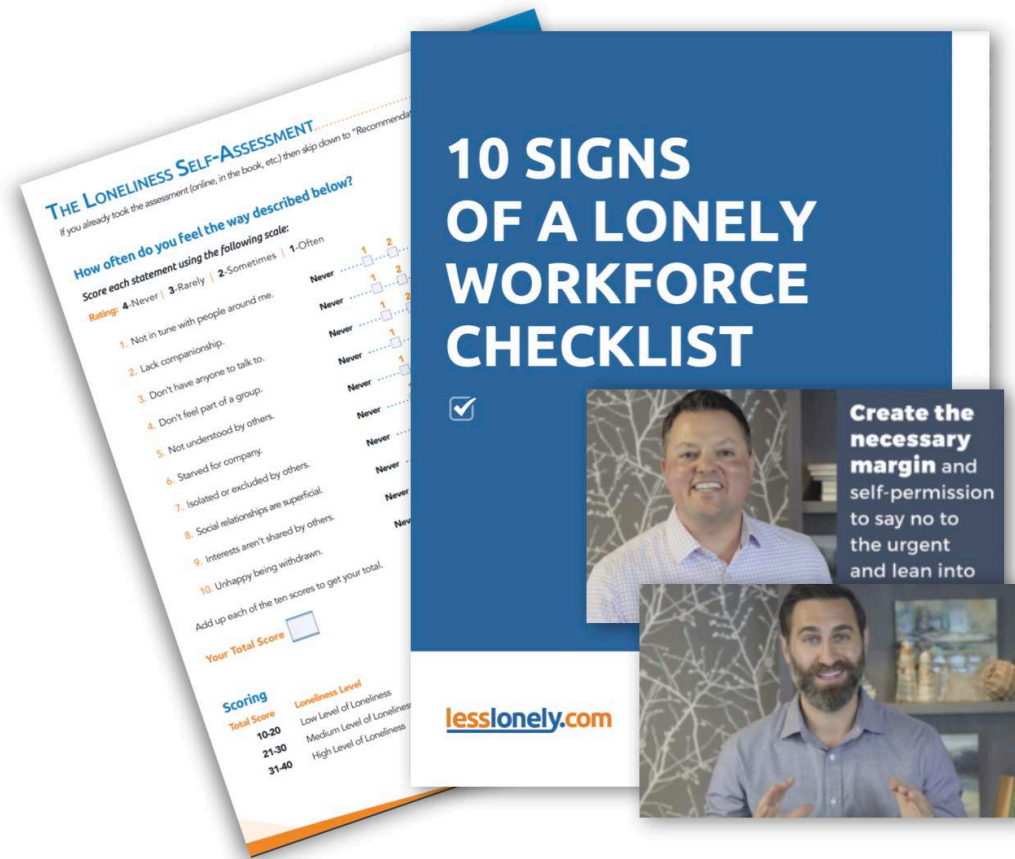
# KEEP CONNECTED

CONCAT  
INFO

Want to connect with Ryan?  
Email: [ryan@ryan-jenkins.com](mailto:ryan@ryan-jenkins.com)



BONUSES



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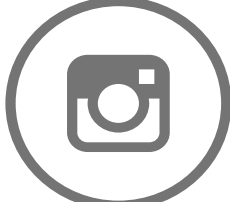






**“Happiness is only real when **shared**.”**



# THANK YOU



**ryan@ryan-jenkins.com |**       **@theRyanJenks**

# 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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