

Agenda for Introducing Emotional Connection

Context: This is your first big debut as the leader and your opportunity to create deeper conversations by providing safety, emotional connection, and positive energy with your staff. How you shape these interactions is important. Don't be afraid to share how you feel doing this for the first time and how important the connection is for you.

Agenda

Affirmation

- Say something positive about how important the team is to you; share a few examples of the pride you feel in leading the team and how incredibly important each person is to the success of your organization.
- Share the importance of connection and why it is that your priority for the team to nurture their connections with you and each other.

What is your team feeling?

- Ask each person to share how they feel about working their job?
- Ask what makes them excited about their work?
- How do they feel when they come to work? (focus on emotions and validate by saying, "I hear you, and that makes sense. Your feelings are valid. I can see why you would feel that way.")
- How do they feel when they go home?

About Yourself

- A bit about your background and how has emotional connection impacted your leadership.
- How do you feel about joining the team?
- What do you hope to learn from each of your team members?
- What experiences do you hope you share as a team?

Getting to Know Each Other More

- What are some of the things each person does when they feel hurt?
- What are some of the ways you know you feel disconnected?
- What are some of the techniques do you use to reconnect?
- What helps you to feel safe to talk about painful moments?

Nurturing Connection

- What rituals can we do to help nurture the connection?
- What are some of the things I can do to help you feel safe to speak up?
- Share words of appreciation and encouragement for ideas and opinions.
- What are some painful moments we need to heal as a team?

EmC Development and Growth

- Creating a secure connection is critical for our success. We need to feel safe to come to each other in moments of stress and know that we will be there for each other. For that to happen, we need to learn the language of emotions and the terminology of emotional connection to navigate through emotions and reconnect with each other.
- We will be allocating some time during meetings to talk about emotions and how to respond to emotions. This will help us to communicate better with each other and communicate with our peers and customers.
- I invite you to come to me individually or in pairs if you experienced a relationship hurt within the team.
- We all need to learn the Emotional Connection (EmC) process to know how to reconnect. It may be uncomfortable and new, but we are going to do this together.
- Think of interaction as a dance, emotion is the music. For us to dance together, we need to learn the music.

