



## **20 ways to create stronger connections at work**

Creating strong relationships relies on creating human connections with each other

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Gallup found a strong link to overall engagement activities when workers had a best friend at work.

Their report revealed those who have a best friend at work are:

- **seven times as likely** to be engaged in their jobs are better at engaging customers
- produce higher quality work;
- have higher well-being; and
- are less likely to get injured on the job.

A blend of fun physical activities as well as open conversations are key components to creating meaningful connections. Here are 20 easy, free (or relatively free) ways to create stronger connections. Some of these seem obvious but it's easy to get stuck in the daily grind and forget the impact something simple can make.

1. Have a meeting outside of the office.
2. Go for a walk together. Get out of the environment that is distracting and allows you to focus on the individual.
3. Go to a pre work talk or networking event together.
4. **Need to connect with those in other locations?** VC Lunches. I love the story of an interstate marketing team who scheduled a fortnightly VC lunch where the team got together in two meeting rooms, flicked the video conference on and spoke about everything...but work.
5. Vino Thursdays: Another team would have Vino VC's. Once a month, they would pick a Thursday afternoon, book VC rooms and at 4:30pm have a wine together.
6. **Learn together.** [Chris Myers](#) studied flight medical teams in several university hospitals and found that they regularly use lunch breaks to find each other and share case-based stories, which are vital to learning about new diagnoses and techniques.
7. Find a free online course together. Or if you have budget, go on a course together. If online, set time for the two of you to "attend" together.
8. **Create a self instructional course as a group.** You don't need to be a teacher to share learnings. You'd be amazed at what you can research and teach. Doing it with someone else or as a team is a great way to connect and have some fun at the same time.
9. **Create a shared experience.** Pair up and listen to calls in a call centre. Or visit customers together.
10. Visit a distribution centre together. A supplier together. A partner together.
11. **Create shared experiences.** A brand team volunteered at an Aged Care home. Not only did they get a better understanding of what it's like to work at an Aged Care home, they also shared memories of their grandparents. There was laughter and tears, all creating human connection.
12. Another team picked a charity to provide their technical services for a day. They developed a strategy for the charity and connected them to other key partners who could

help in the execution of the strategy. The team identified this as one of the highlights of the year.

13. Visit a customer together. Or be a customer together. Literally. Theda Care, a five-hospital system in Wisconsin, did exactly this. A team of employees became patients at the hospital as preparation for redesigning its critical service delivery system. The changes they recommended have contributed to substantial improvements in [safety, efficiency, and effectiveness](#).
14. **Walk in their shoes.** Imagine if someone came to you and said, "I'd love to learn from you and understand what it's actually like to take on the challenges you do. Would you mind if I spent some time shadowing you?" It can be for a couple of hours, a half day or full day.

I love this one. Imagine the impact if a manager did that with one of their people. Or someone who reports into your peer. Or if a sales manager did this with a marketing manager. Or an IT manager with a customer service manager. Or an external partner or supplier worked with their partner/purchaser.

15. **Share who you are and how you've become this person.** The Map of Life is extremely powerful for everyone involved.
16. Share a photo from high school and talk about what you were like then.
17. Share a photo of what you believe represents leadership. Why does this resonate with you?
18. Pick one of your favourite children's books. Share why the book resonates with you.
19. **Ask for feedback.** I like to call feedback insights. Seek insights into the impact you are making. Your colleagues, peers, team and executive will respect your attempt to get better. And they will remember you for it.
20. **Express gratitude.** With a handwritten note or card. Even an email, text or voice mail. Better yet - do it on a weekend when they are not expecting it. If they don't answer, leave a message. Or best of all....grab two chairs, get face to face, look them in their eyes (you can even grab their hands if you want), and tell them why you are grateful to have them in your life.

The difference between a transactional connection (think small talk) and a meaningful relationship is your willingness to share, open and drop the guard. With all of these activities, the more vulnerable and trusting you can be, the sooner you'll have a stronger connection and make better progress quicker.

Good luck and have fun!

If you'd like to understand how I am helping help teams make meaningful progress, delivering greater results quicker while having fun at the same time, please let me know and we can have a chat.

