



# The Connection Checklist

*10+ things you can do to connect the people in your organization, no matter where they are.*



**Take off the armor:** Encourage managers to begin their team meetings each week with a Weekend-Wins-Working On activity, giving everyone a chance to share a little about themselves and how they're contributing to the team.



**Be transparent:** Connect people to the organization when you practice sharing the things that might not directly affect their daily work, but help them feel in the know. For example: Share the "why" behind company initiatives before you ask individuals and teams to adopt them blindly.



**Empower people to be the experts:** Hosting idea generation meetings or delegating tasks to those that work closely to the topic at hand allows those who aren't in leadership roles to share their expertise and find new ways to plug into the organization.



**Be flexible:** Offering a flexible work schedule is one way to acknowledge people's work/life balance and will give you a step up on competitors in the market for new talent.



**Keep an open mind:** Every single person has something unique they bring to the table. Drop your preconceived notions of others and you might just be amazed by what you learn about them. Maybe a unique skill or perspective that you would have never uncovered otherwise!



**Normalize asking for help:** Commend those that are brave enough to ask for help and make sure they feel you're ready to listen. Nobody is above reaching out to collaborate or ask questions.



**Set team goals:** Everyone has an idea of what they're trying to accomplish individually this quarter. Make sure leadership is setting time aside to communicate the higher purpose their team's individual goals are contributing to.



**Train your managers:** Nothing demotivates a team faster than a manager who is ill-equipped to successfully lead others. Empower leaders at all levels with the skills and tools necessary to support their team more effectively.



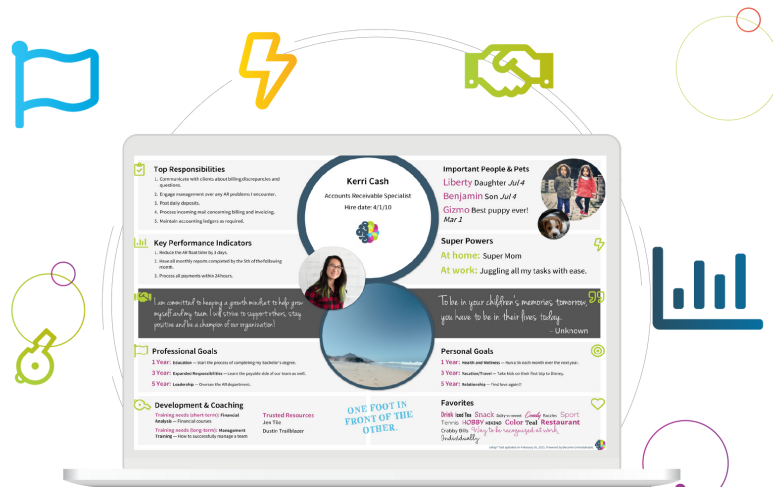
**Practice team-building:** Be intentional about the opportunities you create for teams to connect on a deeper level. Small opportunities in meetings and at lunchtime are impactful, but by carving out more meaningful experiences, you will create a true sense of belonging and keep people around for years to come.



**Tap into continuous coaching:** Leave your annual review process behind. Employ a more productive platform where managers can connect with their team members on relevant goals and aspirations. Make a difference this quarter, instead of six months ago.



**BONUS:** Use uMap™! It helps organizations create a sense of belonging, attract & retain talent, and employ a continuous coaching method that keeps everyone feeling connected and productive.



## About uMap™

uMap™ is a people management software that helps organizations take a people-centric approach to drive maximum performance at scale. Our brain-science-based approach to employee engagement, performance management, and employee development grows leaders, connects teams, and brings meaning to the everyday workplace.

See it in action! Learn how uMap™ helps organizations create a sense of belonging to retain and develop their top talent at [myumap.com/about-umap](https://myumap.com/about-umap)