



# CONNECT

Create meaningful connections for success in the hybrid workplace

## Technology cannot replace the human factor.

How prepared are your teams for the emerging hybrid workplace? While technology offers tools and infrastructure to “get things done”, **many people lack a sense of belonging and struggle to truly connect with their colleagues** without regular face-to-face time together. Collaboration suffers, processes lack efficiency and decision making can slow down – leading not only to wasted time and money, but also to increased frustration – all while people are dealing with screen fatigue, overwhelm or isolation.

## What if there was a different way to CONNECT?

How much clarity, efficiency and focus would your team members experience if they could **trust each other**, knowing they have each other’s back? What would be the benefits if co-workers could **build strong relationships**, fostering autonomy and alignment, to promote high team performance regardless of their set-up? Imagine how much fun and fulfilment people could enjoy in the hybrid workplace, and how performance would rise, if they truly felt connected!

## The CONNECT program is for you if:

- You want to **prepare your workforce** for transition to a hybrid workplace, or you already work with or in a distributed team;
- You want to **enhance virtual collaboration skills**, as well as ensuring proper self-care to deal with the effects of technology on the brain and body by addressing the associated mental and emotional challenges;
- You would like to develop your managers and **improve remote leadership skills** to boost engagement among their teams. Staff want their leaders to care for and nurture them. Technology is a way to “bridge the distance” but it’s how leaders leverage technology that truly connects them with their staff – and ultimately gives your business a competitive advantage.

**GAIA Insights** is a virtual company with an entire team that has worked remotely for almost a decade. **More information: [www.gaia-insights.com/connect](http://www.gaia-insights.com/connect)**

**Care. Collaborate. CONNECT.**

## Program Content

**CONNECT** is a modular offering, so you can select what is right for you and your organization:

### Sample Topics

#### Rewire Self-care

Remote working requires different skills to accomplish organizational goals, and it starts with prioritizing digital well-being. Learn how to manage your energy at work, eliminate distractions, set boundaries and overcome mental and emotional challenges to enhance resilience and performance.

- 🌀 Breaks & Recovery
- 🌀 Easy Movement Exercises
- 🌀 Emotional Challenges
- 🌀 Habits & Mindset
- 🌀 Mental Reframing
- 🌀 Nutrition & Hydration

#### Revitalize Teamwork

Distributed teams will only perform at their best if they adapt their virtual interactions, communication and collaboration skills. Understand how to engage, motivate and appreciate each other virtually, and have fun and socialize, supported by practical and easy-to-implement tools.

- 🌀 Collaboration
- 🌀 Communication
- 🌀 Motivation & Inspiration
- 🌀 Recognition & Appreciation
- 🌀 Self-managed Teams
- 🌀 Virtual Meeting Practices

#### Reinvent Leadership

Specific modules for managers focus on leading with authenticity, and increasing trust in distributed teams to build strong interpersonal relationships. Explore the benefits of increased autonomy and alignment to create an environment that drives intrapreneurship and boosts morale by engaging people's minds and hearts.

- 🌀 Autonomy vs. Alignment
- 🌀 Decision-making
- 🌀 Remote Engagement
- 🌀 Remote Recruiting
- 🌀 Team Development
- 🌀 Trust & Psychological Safety

## CONNECT Program Elements

A 12-week **CONNECT Essentials program** typically includes a series of 6 one-hour webinars, on-the-job practice and personal reflection assignments, as well as access to curated resources and facilitated circle group sessions for peer coaching. This design, however, is flexible and we can customize it to suit your requirements and budget. Participant fees start from 950 EUR excluding VAT.

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**GAIA Insights** is a virtual boutique firm providing customized leadership development solutions that participants describe as “life-changing”. Since 2012, we have designed and delivered premium programs around the world that are highly personalized, for sustained results. Together with carefully selected experts from our global network we develop authentic, inclusive and courageous leaders who lead from within. GAIA Insights is a Certified B Corporation®.

Our clients include:

