

Leading Connection Development and Knowledge Flow to Increase High Reliability Organizing Implementation Effectiveness

Session Abstract

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Situation – What causes people to put their hearts into their work and perform at their highest levels of ability for long periods of time? What is it that some leaders and their organizations get about how to relate to people that others just don't? A lot of them don't!

Research by the Gallup Organization conducted in the USA with over one million employees concluded that since the year 2000 about seventy-five percent just survive at work. So less than three out of ten are really engaged in what they do.

But some are actually thriving at work! Why is it different for some?

So What? The shortfall of skilled American workers of 10 million in 2010 will increase to 35 million through the first half of this century. Impact: Employers will need to attract the few available skilled workers by providing a workplace culture that is engaging and rewarding to both employees and organizations.

Connecting - Positive human contact that makes us feel good, provides a sense of well-being, minimizes stress and makes us more trusting. Without it people feel lonely, isolated, and confused at work. Eventually they become distrusting, disrespectful, and dissatisfied.

Connected people are more cooperative, empathetic, enthusiastic, optimistic, energetic, and better problem-solvers. Build the “**Connection Development**” elements of **vision, value, and voice** in your organization using the tools of Organizational Learning, Leadership Development and High Reliability Organizing as effective ways to begin connecting people, engaging them in their work. and meeting fundamental human needs in legitimate ways.

Learn how to see what devalues people and needs to be deleted. Learn several straight forward ways to increase human value where people begin to trust each other and share ideas. Cultivating “**Knowledge Flow**” increases connection and people begin to **make better decisions, increase creativity, and inspire innovation** so they start thriving in a healthy environment.