

CONNECT TO
LEAD
TO CONNECT

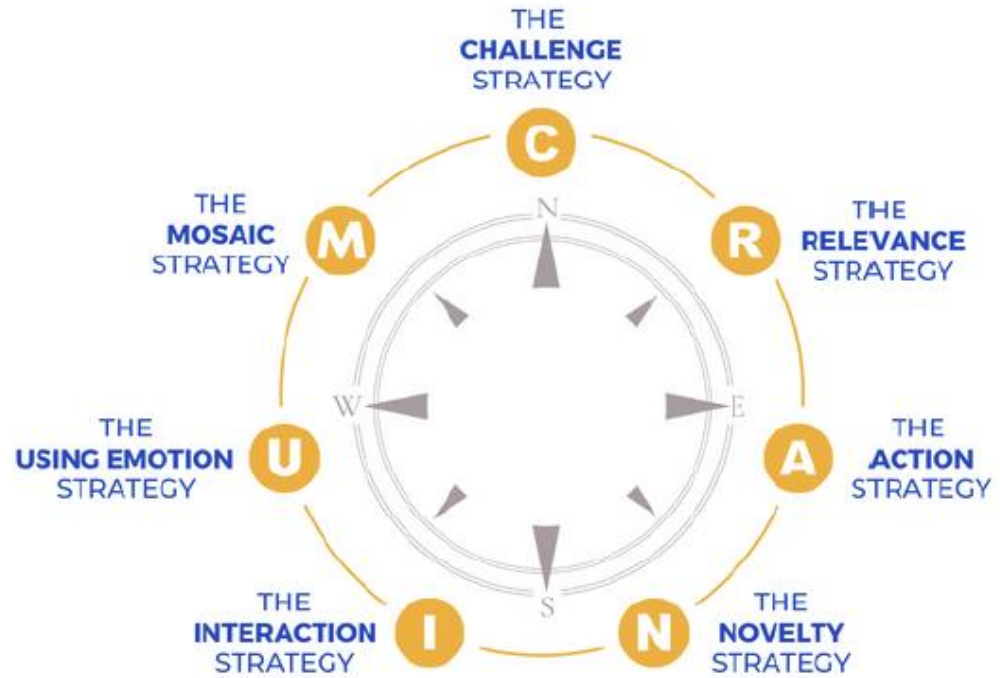
Session One: February 3, 2026

Organizational Trust Assessment

Directions: Using a 1 through 4 scale, rate each statement by considering how frequently your organization displays the ability described. There are no right or wrong answers. Try not to spend too much time on any one statement.

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Discovery Call Overview

Below are the key insights from all 32 discovery calls. This insight will guide program content and discussions.

What's Going Well: Momentum to Leverage

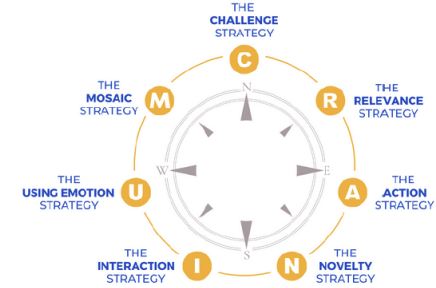
These are key strengths and positive shifts that Connect leaders already recognize:

- Family-feel culture and strong relationships: Multiple leaders noted the "Connect family" vibe, expressing deep appreciation for how valued they feel, especially compared to previous jobs.
- Visible and supportive leadership: Exec team is more present and invested than in the past. Training investments, one-on-ones, and DiSC sessions were mentioned positively.
- Cross-functional collaboration is improving: Leaders acknowledged strides in communication across departments, though not yet consistent.
- People are stepping up: New leaders are emerging, and there's excitement about upward mobility, development, and leadership growth.
- Momentum from retreats and other initiatives: Events like the leadership retreat, team challenges, and one-on-one coaching have boosted morale and connection.

The CHALLENGE Strategy
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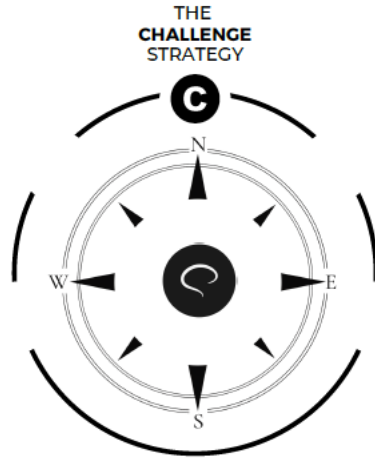
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January	February	March	April	May	June
<p>January 6</p> <p>Kickoff</p> <p>Discovery calls</p>	<p>February 3</p> <p>Challenge</p> <p>Decrease threat. Increase trust.</p> <p>All-Staff Grab & Grow</p>	<p>March 3</p> <p>Relevance</p> <p>Lead with vision. Build on strengths.</p> <p>March 27</p> <p>Action</p> <p>Embrace limitations. Debunk myths.</p>	<p>April 7</p> <p>Novelty</p> <p>Challenge convention. Nudge imagination.</p>	<p>May 5</p> <p>Interaction</p> <p>Give choice and voice. Let go and grow.</p> <p>All-Staff Grab & Grow</p>	<p>June 2</p> <p>Using Emotion</p> <p>Engage emotions. Prioritize people.</p>
July	August	September	October	November	December
<p>July 7</p> <p>Mosaic</p> <p>Value differences. Create belonging.</p>	<p>CliftonStrengths</p> <p>1:1 debrief</p> <p>All-Staff Grab & Grow</p>	<p>CliftonStrengths</p> <p>1:1 debrief</p> <p>Retreat</p> <p>September 29-October 1</p>	<p>Check-In</p>	<p>Check-In</p> <p>All-Staff Grab & Grow</p>	<p>Check-In</p>

← Coaching →

THE CHALLENGE STRATEGY



DECREASE THREAT. INCREASE TRUST.

THE BIG IDEA



Threat kills, steals, and destroys.

With every decision, we choose to create a culture of threat or a culture of challenge.

BREAKTHROUGH BELIEFS

- Your PFC is priceless
- Threat to the brain is threat to the brain.
- Your current rules are creating your current results.
- You can be right, or you can be rich.
- Trust starts with YOU.
- With every interaction, you are either creating greater trust or greater threat.





“Widespread distrust in a society imposes a kind of tax on all forms of economic activity, a tax that high-trust societies do not have to pay.”

Francis Fukuyama

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Breakout:

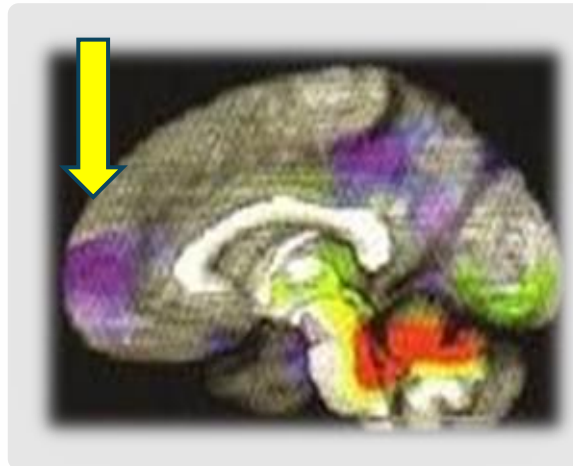
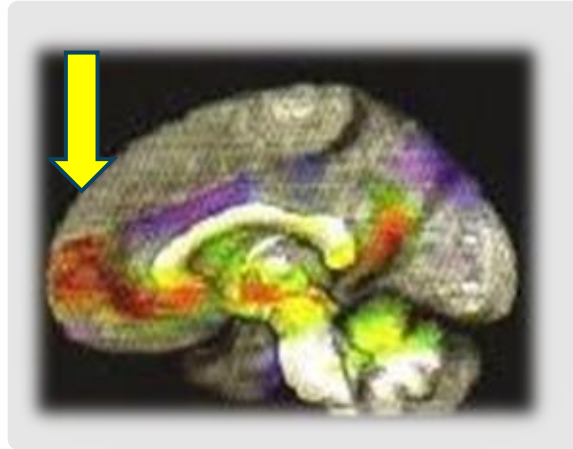
Discuss your responses to the trust assessment.

- What did you score the highest?
- What did you score the lowest?
- What unnecessary taxes do you and your team pay because of low trust?

Choose a name for your cohort based on:

Brain on Trust

- Best self
- Willpower
- Perspective taking
- Flexible and fluid
- Curious and open
- Creative and innovative
- Focus and energy



Brain on Threat

- Defensive
- Has to be right
- Reactive
- Compromised health
- Stuck (either/or)
- Protective of self
- Tunnel vision
- Missed opportunities



<https://www.youtube.com/watch?v=OqB5CEkPII4>

Personal Trust Assessment

Directions: Using a 1 through 4 scale, rate each statement by considering how frequently you display the ability described. There are no right or wrong answers. Try not to spend too much time on any one statement.

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Breakout:

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What is ONE action you commit to taking?
Write on Page 9

Rounding Reminders:

- Don't cancel
- Don't dominate
- Don't forget



Rounding with Team

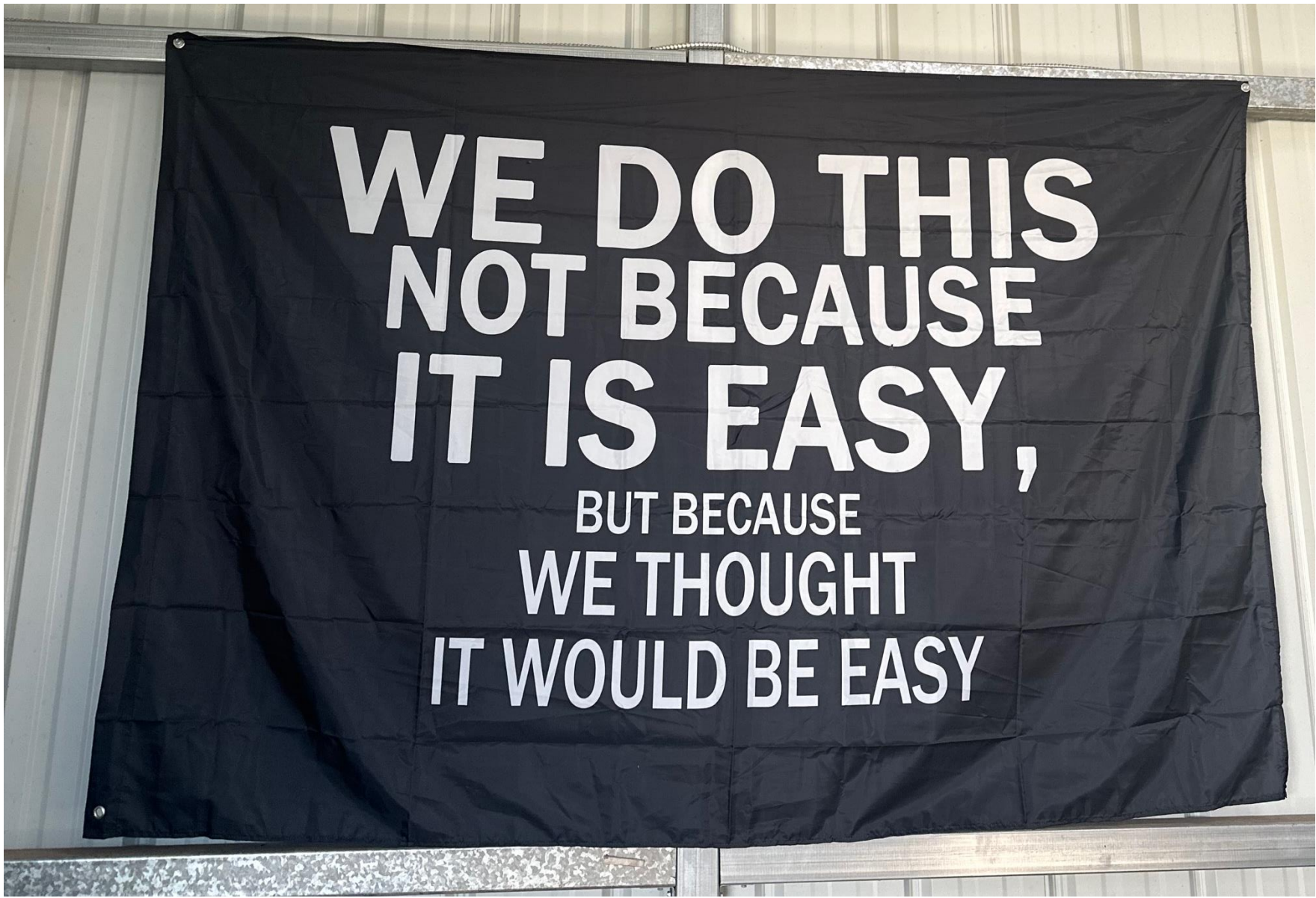
Steps:	Comments:
1. Make a personal connection Connect with something in their life such as children, interests, vacations, etc.	
2. What's working well? Like what? What's a best practice you've seen lately? Even better if?	
3. Is there anyone in our department we can recognize for doing great work? Who makes your life easier? Has anyone helped you recently?	Who: What and Why?
4. Is there someone in another department we can recognize? Is there someone who has gone above and beyond?	Who: What and Why?
5. Are there any systems or processes that need improving? What are obstacles?	
6. Do you have the resources you need to do your job?	
7. What (tough) questions do you have for me? <i>What's bugging you? Keeping you up at night?</i> <i>Is there anywhere you would like clarification?</i>	
8. Touch Base: (Reminder to every team member) <i>Ex: behaviors, policies, initiatives, etc.</i>	
9. Is there anything I can help you with right now? <i>I've got the time, what can I do for you now? What's a pressing need that I can help you with?</i>	

For more information on rounding, visit www.studergroup.com – the site for Quint Studer



Put in the reps

- Follow through on your personal action
- Schedule your call with your coach
- See suggested reading and Team Tips on page __
- Read your emails



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