



Julie Gillespie

Transforming the way we connect

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Building Connected Cultures

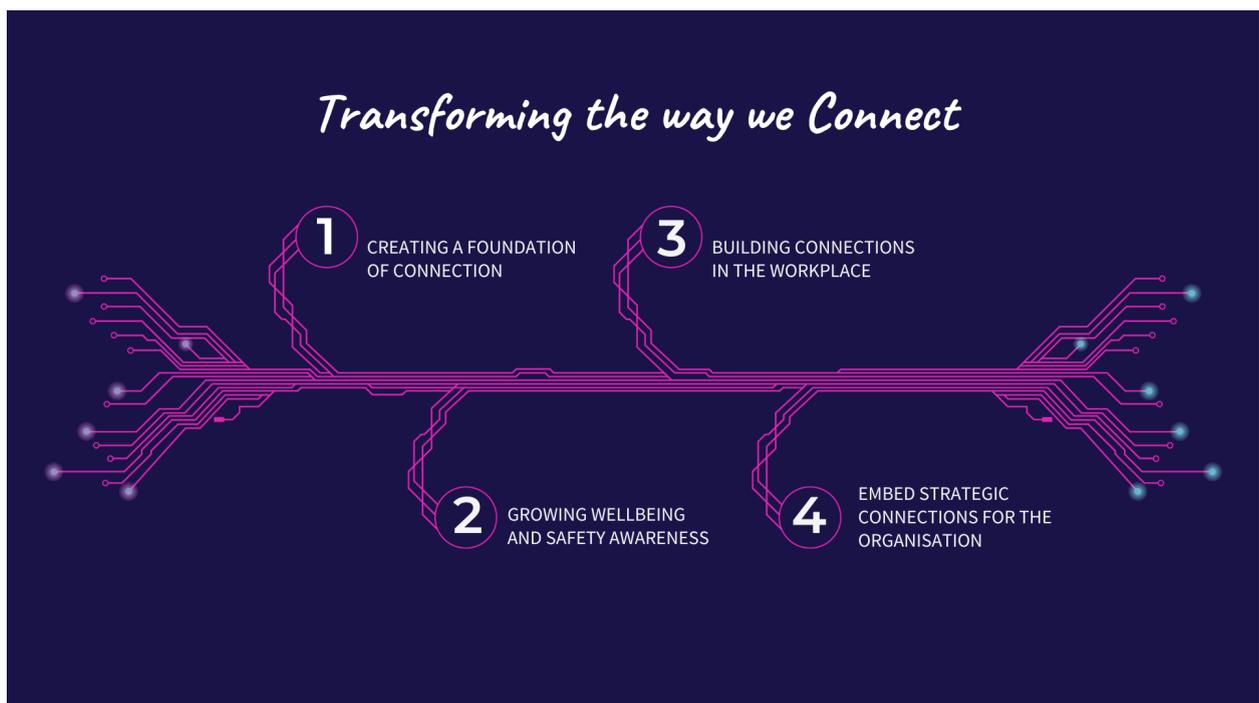
From the many years of being a business leader and more recently delivering Mental Health and Wellbeing training into workplaces, Julie has come to understand that it takes more than just a brief training intervention to solve the organisational need of growing and strengthening a Connected Culture. It takes *Transforming the way we connect*.

This work cannot be aimed at the individual alone. **It must be: Individual Owned, Leader Led, and Organisation Enabled.**

A Connected Culture: where people are given the space and opportunity to learn, grow, strengthen, build, and sustain themselves; to be able to align their purpose with their teams, leaders, and the organisation; where there is clear intention, expectation, and choice. A culture where there is space for inclusion, growth, learning, and contribution.

How this translates: We partner with you, for the long term. From creating a foundation of connection, through to embedding strategic connections for the organisation. All programs are tailored to **growing the capabilities and capacities** of individuals, leaders, and the organisation.

We would like to introduce you to Julie Gillespie's pathway to *Transforming the way we connect*.





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The Business Case

Creating a connected workplace will provide **measurable benefits** to your business:

- Improving productivity and engagement to result in higher financial performance.
- Reduction in absenteeism.
- Increase in engagement and job satisfaction.
- Reduction in turnover and selection costs.
- Increase in attraction of top talent.
- Reduction in work-related injuries and illnesses.
- Reduction in workers' compensation claims.

The Non-Business Case

This is where 'humanity' starts. At the heart of belonging work is space making:

"Between stimulus and response there is a space. In that space is our power to choose our response. In our response lies our growth and our freedom."

- Viktor Frankl

Why do this work? Because it's the right thing to do. So, just do it. Because you shouldn't have to "justify why people deserve to belong in a room? Why they deserve to be seen? Why they deserve equitable treatment? Why they deserve to be included?" - Aiko Bethea



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Why Strategic Connections Matter

It leads to true engagement, which means your people are psychologically present to do their work. They understand what to do; they have what they need; and they have a supportive manager and a supportive team. They know why their work matters.

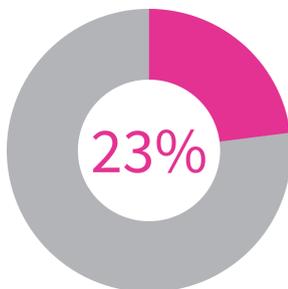
They are work ready!

The Cost of Disengagement

State of the Global Workplace 2023 Report - the voice of the world's employees can be found [here](#).

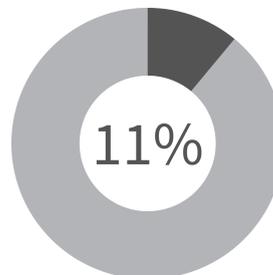
- Employee disengagement costs the Australian economy around \$2 billion a year.
- Highly engaged organisations have 41% lower absenteeism.
- Engagement has 3.8 times as much influence on employee stress as work location. **Their feelings of involvement and enthusiasm matters more in reducing stress than where they are sitting.**

Australia & New Zealand Workplaces 2022:



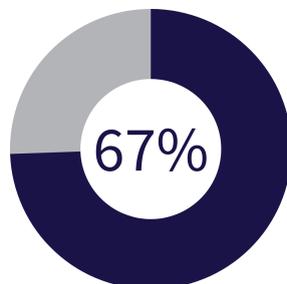
Thriving at Work: Engaged 23%

These employees find their work meaningful and feel connected to the team and their organisation. They feel proud of the work they do and take ownership of their performance, going the extra mile for teammates and customers.



Loud Quitting: Actively Disengaged 11%

These employees take actions that directly harm the organisation, undercutting its goals and opposing its leaders. At some point along the way, the trust between employee and employer was severely broken.



Quiet Quitting: Not Engaged 67%

They put in the minimum effort required, and they are psychologically disconnected from their employer. Although they are minimally productive, they are more likely to be stressed and burnt out than engaged workers because they feel lost and disconnected from their workplace.

Looking at the big picture, low-engagement workers represent an immense opportunity for economic growth. Gallup estimates that low engagement costs the global economy US\$8.8 trillion and accounts for 9% of global GDP. Leadership and management directly influence workplace engagement, and there is much that organisations can do to help their employees thrive at work.