



MONDAYS

with Mike

Connectorship

Dr. Joann Krivetzky, Vice President for Medical Affairs for the Aultman Health System, recently shared a wonderful leadership reflection from Korn Ferry CEO, Gary Burnison. Korn Ferry psychologists have a leadership term called connectorship and is defined as connecting with those you lead in meaningful, authentic ways through effort and intentionality.

There are three dimensions involved with connectorship:

1. Trust
2. Authenticity
3. Organic shared experiences

For leaders, it may be more natural to think about setting strategy and driving growth. But, how often do we really think of creating connections – looking up from spreadsheets and looking out for people, relationships, and the experiences we share?

It's the emotional side of leadership – and it never goes out of style. Nor can it be replaced, even with tomorrow's technology. Research shows that people hunger for connection and thirst for friendships.

The term efficacy comes into play here. Efficacy is the power to produce results with people. 75% of our ability to influence others toward positive results is based in the environment we create around ourselves and the personality that we insert into that environment. The other 25% is found in our technical skills.

We tend to lead with the 25% and miss on the 75%. Connectorship allows us to enhance our efficacy. When things are hard and change is present, being trusted, having authentic relationships, and creating a deeper connection through shared experiences become the fuel to be a leader worth following.

This week, let's make it a point to connect with those we lead in a meaningful, authentic way.

Have a great start to your week!