

The Value of Human Connection in Organizational Development

Human relationships are our most powerful way to share and socialize ideas and to mobilize the instrumental, informational, and emotional support that moves our goals forward. By building a culture of connection and support, Organizational Development (OD) teams can help companies build more organizational resilience — easing the fear and stress associated with change. A resilient culture smooths mergers and acquisitions, mitigates organizational trauma, helps support change initiatives, and better aligns employees with short- and long-term business goals and strategies.

Change Is Easier When People Are Connected

Effective change management almost always comes down to effective communication. It is essential to build awareness and buy-in for organizational change on a person-by-person level — helping stakeholders to understand what is changing, why it is changing, and how it will affect them. That buy-in is always stronger when it is reinforced by strong human connections and ongoing dialogue throughout your organization.

Connecting humans across your organization helps to share knowledge, break down silos, build organizational affinity, and align employees with your OD goals and strategy. Connecting people in a meaningful way also serves as a breakwater of resilience in times of stress and change — where people can lean on co-workers to help complete tasks, share information, and make sense of events.

Deep reserves of human connection help OD teams to socialize change and support planned and unforeseen disruptions — including rapid growth, technology migrations, layoffs, mergers, and acquisitions, or safety issues.



Connection within teams and organizational agility are strongly linked because when employees feel supported by their manager and team, they can adjust quickly to changing circumstances.

Heather Gilmartin Adams, "Rethinking Connection for a Hybrid Work World," 2022



Human Connections Positively Impact:

- ✓ OD Implementation
- ✓ Change Management
- ✓ Mergers & Acquisitions
- ✓ ESG Programs
- ✓ Workplace Safety
- ✓ Compliance
- ✓ HR Transformation

Here are some of the ways a flow of human connections helps make OD initiatives more successful:

Builds engagement around OD initiatives

Research shows that leaders and change management practitioners can positively influence employees' workplace belongingness by employing inclusive practices and procedures — which in turn will help to facilitate change and increase the level of participation during times of transition.

Socializes and disseminates important information

Human connection is a fantastic way to support key initiatives and build momentum. **Share ideas across the organization by bringing stakeholders and cultural energizers on board first — then using existing networks of communication to gain feedback or buy-in.**

Eases change management and brings naysayers along

Gallup has found that when employees feel connected and engaged, they are more likely to believe that their co-workers will help them during times of stress and challenge. Gallup argues that “having best friends at work may be the true key to effective change integration and adaptation. When compared to those who don't, employees who have best friends at work identify significantly higher levels of healthy stress management, even though they experience the same levels of stress.” Human connections also create channels for OD teams to share important information through the mediation of trusted sources — answering questions and increasing the chances that people buy in and support change initiatives.

Builds more organizational resilience

Organizational resilience is the ability of a group to tolerate stress and “bounce back” through mutual trust and bonding. It is critical for change management and particularly useful when organizations encounter crises or disruptions — including rapid growth, layoffs, mergers, or safety issues. According to studies, organizational social resilience results from connecting members in the workplace with each other.

Breaks down silos and create better cross-organizational connections

Connecting people across teams and workgroups is a powerful way to break down information silos and bridge empathy gaps between teams or internal organizations. Facilitating human connections outside of traditional reporting structures can be a powerful tool for personal and organizational development.

Makes mergers, acquisitions, and growth more successful

A rapid influx of new people into a culture — whether through hiring and growth or through a merger or acquisition — can be extremely disruptive to any organization. **Facilitating meaningful human connections can help better acclimate new people and embed them quickly in your culture.** By letting people find and connect with existing employees in mentoring or buddy relationships, organizations can accelerate belonging and connect new people with the informational, instrumental, and emotional support they need to stay compliant and be successful in their roles.



Enboarder Harnesses Human Connection to Ease Change

Enboarder helps OD teams ease the stresses associated with growth, mergers, and acquisitions by connecting humans with critical informational and emotional supports. Workflows elevate and emphasize your most important, strategic outreach — helping you to flow data to and from many disparate systems and groups for better visibility into communication across your organization. You can also ease transitions and facilitate collaboration through a clear progression of strategic nudges, prompts, and reminders.

Enboarder helps you keep your teams connected and links technology more seamlessly across your tech stack to open up even more channels of communication that will aid change. Through better use of your technology tools, employees will find the encouragement and space they need to connect to colleagues on their own terms, complete tasks, and build skill sets. Enboarder also gives your employees the opportunity to weigh in on a regular basis — sharing their thoughts and ideas through polls or prompts in a supportive, low-stress, frictionless environment.

Contact us for a guided tour of the Enboarder platform, and see what better human connection can do for your organization.

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