

A CHAPTER GUIDE

Connection and Disconnection in Remote Teams

Tackling Loneliness Together at Work

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What causes disconnection at work, and what can individuals, managers and organisations do about it? Each chapter ends with a short summary and reflection questions.

Understanding disconnection

01 Defining the Issue
Why tools that let us work together from anywhere can also leave us feeling disconnected.

02 The Cost of Disconnection
How disconnection affects health, workplace relationships and organisations.

03 The Effect of "Remote" on Loneliness
How working conditions, individual needs and team practices shape loneliness.

04 Sharing Responsibility for Connection
What individuals, managers and organisations can each do to prevent disconnection.

Building and sustaining connection

05 Organisational Support
How culture, shared purpose and communication can support connection, and how to tell whether they're helping.

06 Manager Support: Connecting Through the Work
Build psychological safety and use the 3 A's to connect across, around and away from the work.

07 Manager Support: Building Connection in Real Time
Use meetings and one-to-ones to build relationships, and find support when leading feels lonely.

08 The Role of the Individual
Recognise your own connection needs, find support and try routines that work for you.

09 The Future of Connection in Remote Teams
Consider what generative AI could change about the everyday exchanges that build relationships.

10 Laying Down the Foundations for Sustainable Connection
Five steps for making connection part of everyday work.

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