

A person is sitting on a wooden dock in a lake, surrounded by mountains. The person is seen from behind, looking out over the water. The mountains are rugged and rocky, with some greenery on the lower slopes. The water is calm and reflects the surrounding landscape. The sky is clear and blue.

Onboard  
your team  
now!

WQ Connect

Enhance your wellbeing

while working from home



do your thing

# Programme information

Working from home full-time presents its own challenges: social isolation, low energy, cognitive overload and increased insecurity, to name but a few. WQ Connect is a fast paced, high impact program that addresses these challenges directly. It provides practical tools that will improve the way you focus, connect and renew, especially under these unusual circumstances.

WQ Connect includes a series of events that bring people together, to reflect and interact meaningfully on the program themes.

The interactions are intended to inspire and kickstart sustainable behaviour changes that promote collaboration and collective well-being.

The journey includes three interactive team sessions; three peer-to-peer coaching sessions; 20 digital bonuses and 1-2 personal coaching sessions, depending on personal needs.



What's included in this journey? Read on to find out more



## Focus: Master the art of concentration

Being able to focus on what truly matters – and keep this focus sharp - is the key to both wellbeing and productivity. Information overload, ample distractors and continuous change make full focus a challenging goal for many, especially when working from home.

### In the “Focus” leg of the journey you will:

- assess your current ability to focus effectively (especially considering the working-from-home environment);
- understand what you’re set to gain by being able to focus more effectively, and
- get a taste for the neuroscience behind effective focus.

### With the understanding and awareness in place, the goal will quickly shift to:

- exploring and practicing strategies for strengthening your focus muscle, and
- emphasizing simple, doable and proven techniques which can be applied anytime and anywhere.

### At the end of the ‘Focus’ block, you will be:

- more aware of your focus level(s);

- better equipped to create the conditions for optimal focus;
- more capable at recognising and dealing with both internal and external distractions, and
- better able to sustain effective focus for longer periods of time.

It’s more than just learning. With peer-to-peer sessions and personal coaching specifically tailored to your needs, you’ll be given that bit of extra help to make positive change happen.



## Connect: Create meaningful interactions

Connected teams drive motivation, innovation and collaboration. They are a crucial component in building a productive and efficient workplace. However, working from home fulltime presents a serious challenge to our most basic human need – meaningful engagement.

### In the “Connect” leg of the journey you will:

- assess your ability to connect and communicate effectively in a virtual world;
- understand what you’re set to gain by adopting effective connection strategies, and
- and get an insight into what makes human connection more meaningful and effective.

### With the understanding and awareness in place, the goal will quickly shift to enhancing emotional intelligence by:

- practicing self-awareness: how you relate to others, what your triggers are and how to respond to them effectively;
- understanding the other: looking at the world through a different perspective, and
- applying these skills to the virtual world, where the rules of human connection are different.

### At the end of the ‘Connect’ block, you will be:

- better aware of your and others’ emotions;
- better able to manage your emotions and respond to those of others, and
- better equipped to stay connected while working digitally fulltime.

It’s more than just learning. With peer-to-peer sessions and personal coaching specifically tailored to your needs, you’ll be given that bit of extra help to make positive change happen.



## Renew: Supercharge your body & brain

Under the current circumstances our energy batteries – physical, emotional and mental – are stretched to their limit and more easily depleted. We all know we cannot push the gas pedal forever; but we rarely stop to reflect on the best way to recharge our own batteries, and how much time we actually invest in what keeps us ticking.

### In the “Renew” leg of the journey you will:

- assess your ability to recharge yourself effectively under the working-from-home circumstances;
- understand what you’re set to gain by adopting maximally effective recharging strategies, and
- gain an insight into the science behind effective recovery and its effect on your brain, mood and wellbeing.

### With the understanding and awareness in place, the goal will quickly shift to enhancing effective recharging of your batteries by:

- identifying what makes you, as a unique human being, feel alive, and how you can incorporate more of that in your life;
- applying mindset tools for short term, in-the-moment recovery, and
- sharpening the focus on the positive.

### At the end of the ‘Renew’ block, you will:

- be aware of your ‘Superchargers’ – your personally effective way(s) to recharge and spend your precious ‘Me-time’;
- understand the positive changes these ‘Superchargers’ create in your brain and
- have the tools to rewire your brain for positivity and optimism, resulting in increased energy and wellbeing.

It's more than just learning. With peer-to-peer sessions and personal coaching specifically tailored to your needs, you'll be given that bit of extra help to make positive change happen.

# The main building blocks



## Team sessions

The live sessions will be delivered via Teams. The virtual learning environment will provide a live platform for interaction, team activities, discussions, self-reflections and peer support. Using breakout rooms, polls, peer-to-peer and facilitated group discussions, our expert facilitator will ensure a safe environment for you to share and discuss your ideas and challenges and identify your next steps, personally and as a team.



## Peer-to-peer sessions

It's one thing to learn from an expert, trainer or facilitator; it's quite another to learn from – and support – a colleague. Successful collaborative learning with and between team members has the potential to bring out the unique strengths of each individual while supporting teamwork, cooperation and combined effort and resources. Working one-on-one with a team mate is a unique opportunity both to learn from and to support each other by sharing thoughts, concerns, ideas, issues and practical tips.

You will be instructed (via short videos) how to conduct these sessions so that both sides can get the most out of the experience.



## Personal coaching

As part of the program you are offered 1-2 optional sessions of individual coaching. The sessions are not a must, but research shows that personal coaching positively impacts people's lives and careers by helping to:

- establish and take action towards achieving goals;
- take greater responsibility and accountability for actions and commitments;
- work and communicate more easily and productively with others, and
- gain more job and life satisfaction.

The personal coaching option allows you to translate the program into daily life, and assess both your goals and your progress with an objective, outside expert.



## Tips & tools

Learning and growth occur in different ways. The live sessions, peer-to-peer and personal coaching offer an opportunity to interact with and learn from others. In addition, you will be able to dive deeper - that's what the Tips & Tools are for. They are micro-learning opportunities of different types, designed to intrigue, inspire and inform. This section will include:

- a call for self-experimentation (putting theory to practice);
- short clips or podcasts sharing the latest relevant findings in (neuro)science;
- self-reflection exercises, or;
- self-assessment on the parameters discussed in the live sessions.

While the use of the Tips & Tools is at your discretion, we do recommend blocking 15 minutes per week to dive into further insights, activities and practical tools relevant to your own challenges, both at work and at home.

All of these elements will be available through [www.wqconnect.com](http://www.wqconnect.com).

# Make it Happen!

Between knowing and doing lies the 'real life gap'. This is why the program was designed to maximize interaction and practical skills.

You will focus, connect and renew with your team members, helping each other to implement new skills, while receiving extra personal support from a qualified coach.

In short, all the ingredients have been put in place for you to improve your energy, feel-good factor and resilience, especially while working fulltime from home.



**Onboard your team now! Just send an email to [Emmeline.Hessels@ing.com](mailto:Emmeline.Hessels@ing.com)**

We will contact you within two working days and set the journey in motion.

