



creating connected workplaces

**A tailored program to build strongly
connected, resilient, and effective teams**

a service jointly delivered by



BEHAVIORAL SCIENCE LAB



HUMANS:CONNECTING

supporting your greatest asset - your people

Last quarter, did you lose a top performer you couldn't afford to lose?

Are you running wellness programs that few people show up for?

Are projects stalling because teams don't communicate effectively?

Is your turnover rate keeping you up at night and draining your budget?

Are you struggling to meet your organization's strategic goals and objectives because of team fatigue and resource restraints?

What ties all these challenges together is the strength of your workplace connections - both at the individual- and organizational-levels. A strongly connected organization is a successful organization.

Social disconnection is the product of the existence and frequency of relationships, the variety of relationships fostering various social capital, and the quality of interactions between your employees.

We often think of loneliness or social disconnection as a personal issue. In reality, it is also a business issue, because when employees feel disconnected, your organization pays the price.

Want to see what that looks like in your workplace? Calculate your organization's projections [here](#).

Top performing organizations take steps to support greater social connection between their employees and create a culture and organizational structure that fosters community connection.

Investing in stronger social capital is your smartest business strategy.

Social capital refers to the trust, collaboration, and mutual support that bind teams together and drive performance. When employees feel genuinely connected to their colleagues and their purpose, they deliver on deadlines, achieve performance goals, and help you retain top talent.

Workplace loneliness by the numbers:

£2.5B

annual cost in the UK¹



\$150B

lost to stress in the US²



1 in 5

employees globally often feel lonely³



The ROI of Creating Connected Workplaces

15-25%

reduction in voluntary turnover



£3-7

saved for every £1 invested



References:

1. Jeffrey, K., Abdallah, S., & Michaelson, J. (2017). The cost of loneliness to UK employers, New Economics Foundation.
2. Bowers, A., Wu, J., Lustig, S., & Nemecek, D. (2022). Loneliness influences avoidable absenteeism and turnover intention reported by adult workers in the United States. *Journal of Organizational Effectiveness: People and Performance*, 9(2), 312-335.
3. Gallup. (2024). State of the Global Workplace 2024 Report. <https://www.gallup.com/workplace/645566/employees-worldwide-feel-lonely.aspx>

Disconnection

Employees who feel lonely at work or do not feel they belong consistently report:

- feel lonely or do not belong consistently report:
- Lower perceived support from peers and leaders
- Higher absenteeism and avoidable lost time
- Stronger intent to quit, driving costly turnover
- Lower motivation, productivity, and engagement
- Weaker collaboration, trust breakdowns, and project delays
- Reduced creativity and innovation

Connection

High connection delivers:

- Lower absenteeism and turnover risk
- Higher engagement and discretionary effort
- Stronger collaboration under pressure
- Better client outcomes and measurable ROI

Connected employees collaborate more effectively, support one another under pressure, and trust each other to deliver.

Connection is too important to chance. Build it deliberately and watch operational metrics improve.

When social capital weakens, performance slips, and business goals are missed.



from culture to cashflow: the ROI of creating your connected workplace

We understand.

Many wellness programs can over-promise and under-deliver.

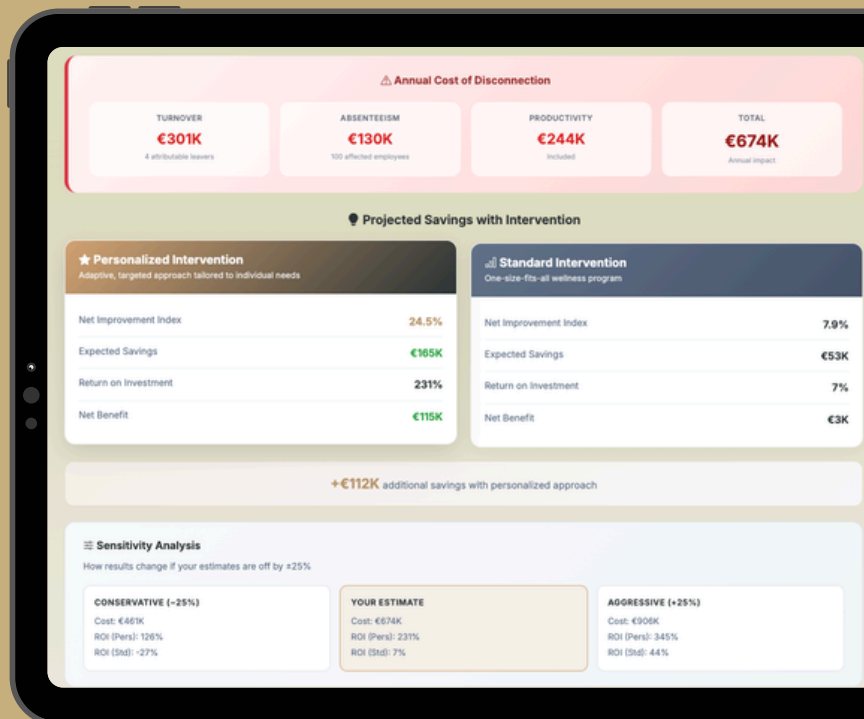
We want you to know the Return on Investment for your organization.

You can know that through **creating connected workplaces**, we'll be working alongside you to achieve these projections.

Use our free **ROI Calculator** to get your tailored financial projections for your organization.

We've developed this ROI Calculator using cutting-edge behavioral science and the latest technology.

Higher engagement.
Lower turnover. More savings.



See numbers for your organization.

Compute your ROI

[ROI CALCULATOR](#)



Scan to know



your ROI



how we work

Every organization is unique. A one-size approach doesn't deliver lasting impact.

Creating Connected Workplaces is a low-effort, high-impact program that improves employee experience and supports measurable beneficial business outcomes.

We calibrate our service to your goals, culture, and realities to provide personalized solutions that strengthen team connection.



Low Effort High Impact

Our program is turnkey and minimally disruptive.

We handle the data gathering, facilitation, and coaching so your HR team and team leaders are not overburdened.

Personalized, empathetic mentoring



Our tailored mentoring programs give employees actionable skills to connect and collaborate, while equipping leaders with practical tools to build trust, resolve tension, and drive performance.

Phil McAuliffe leverages decades of international experience to turn complex negotiation and culture-bridging insights into habits that strengthen teamwork and keep projects on track.

By addressing real behaviors, not abstract concepts, our programs create measurable improvements in social health, belonging, and authentic connection across the workplace.



Tailored and data-driven

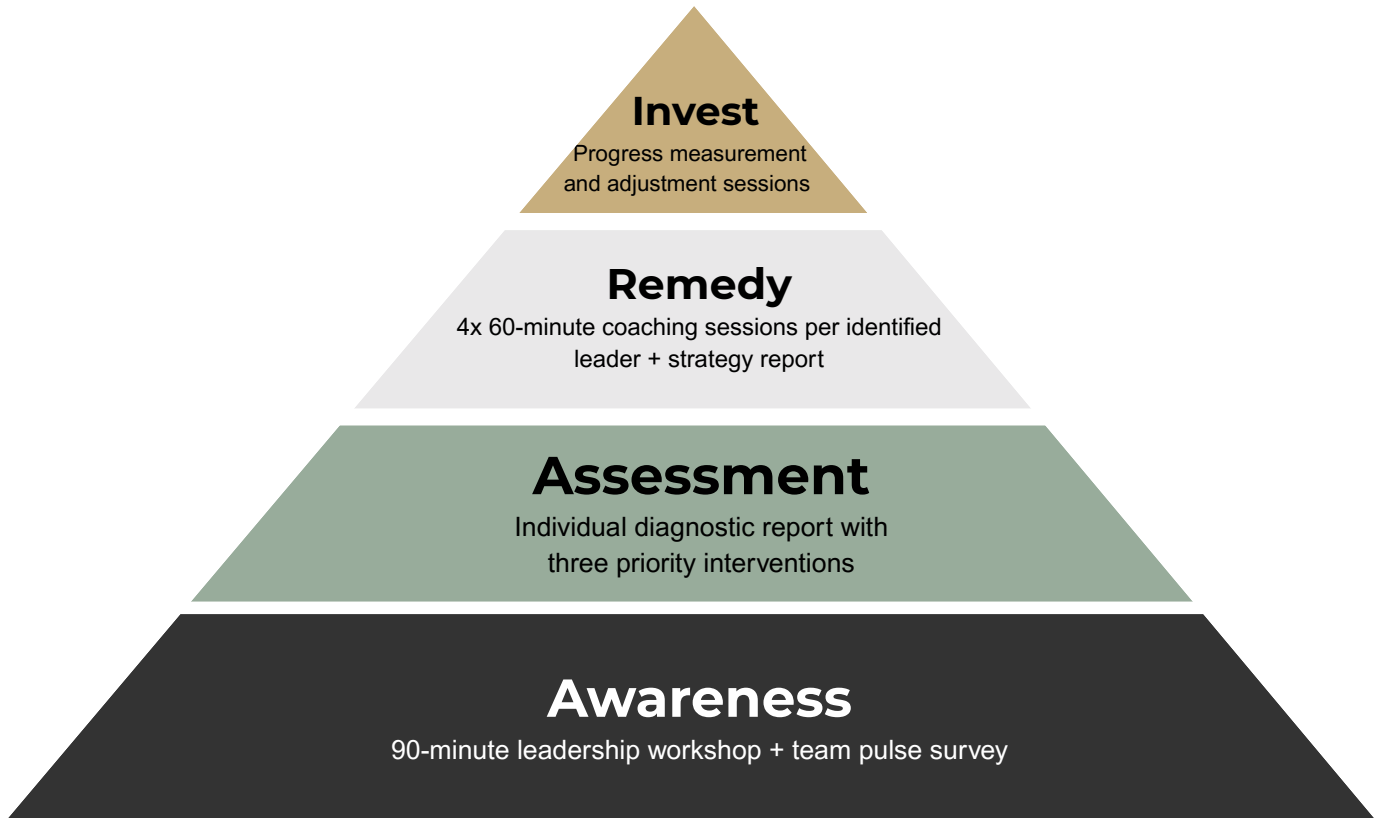
We replace guesswork with science, turning workplace connection into measurable outcomes like higher engagement, lower turnover, and a stronger culture.

Using ABSL's validated tools, we identify exactly where teams are struggling with cohesion, trust, and collaboration.

This allows us to design targeted, practical interventions that address what matters most to you.

the solution

Workplace connection program, where behavioral science meets mentoring and strategy



Our Proven 4-Level Roadmap

1. Awareness

We start conversations that matter. Through lived experience and science-backed insights, employees and leaders learn why social connection is essential for well-being and performance.

2. Assessment

ABSL's world-leading diagnostics identify specific issues in team cohesion, trust, and collaboration to form an evidence-based foundation for action.

3. Remedy

Targeted support where it matters most. Employees receive mentoring; leaders gain coaching to build trust, resolve tensions, and strengthen collaboration.

4. Invest

We don't stop at quick wins. Ongoing assessment of workplace policies, cultural norms, and structure are assessed to optimize and embed a culture of connection. Continued consultations, mentoring and follow-up measurement ensure that progress is sustained and embedded into the culture at the enterprise-level.

finding the right package for your organization

Request a quotation or book a discovery call to find the right fit for your organization.

Foundation

(Levels 1–2: Awareness + Assessment)

When to choose this	What's included	Current pricing (as at Feb 2026)
<ul style="list-style-type: none"> • You sense something is wrong but cannot pinpoint it • Leadership needs data to approve a larger investment • You want to trial with us before committing fully 	<p>Collaborative 30-day diagnostic using validated standardized questionnaires including:</p> <ul style="list-style-type: none"> • 45-minute awareness webinar (H:C), • survey deployment and analysis (ABSL). <p>Joint delivery:</p> <ul style="list-style-type: none"> • High-level culture of connection strategies, priority connection gaps, and recommended intervention pathways • 60-minute leadership briefing with both delivery partners to discuss findings and investment case for full intervention. 	<p>€5,000 (flat fee)</p>



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Intervention

(Levels 1–3: Awareness + Assessment + Remedy)

When to choose this	What's included	Current pricing (as at Feb 2026)
<ul style="list-style-type: none"> You have clear connection problems (high turnover, low engagement, or team conflict) and need immediate, measurable improvement within 3–4 months. You are ready to address identified issues with targeted coaching and mentoring. 	<p>Everything in Foundation, plus:</p> <ul style="list-style-type: none"> Targeted coaching for 3–5 leaders (6 sessions each) One-on-one mentoring for high-risk employees (up to 10 people, 4 sessions each) Personalized AI-powered assessments that adapt to each employee's responses Assessment of team operating procedures, benefits, and interviews select group of managers and staff. 	<ul style="list-style-type: none"> Teams 20–50: €55K Teams 51–200: €85K Teams 200+: €115K



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RECOMMENDED



Complete Transformation

All 4 Levels: Awareness + Assessment + Remedy + Invest

When to choose this	What's included	Current pricing (as at Feb 2026)
<ul style="list-style-type: none"> You want lasting culture change and to embed connection into your organization's DNA, not a one-time fix. You want sustained support that ensures improvements stick and provides clear ROI documentation for leadership. You are committed to sustainable culture change with long-term ROI. 	<p>Everything in Intervention, plus:</p> <ul style="list-style-type: none"> Ongoing AI-powered assessments at Months 3, 6, and 9 (Invest) Quarterly leadership coaching refreshers Follow-up mentoring for new employees or emerging issues Annual Cultural of Connection strategy and progress report with ROI calculation. 	<ul style="list-style-type: none"> Teams 20–50: €70K Teams 51–200: €105K Teams 200+: €140K



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premium upgrades

Request a quotation or book a discovery call to find the right fit for your organization.

Upgrade	What's included	Additional cost (as at Feb 2026)
Executive Team Deep Dive	Intensive 2-day offsite for C-suite and senior leadership focused on modeling connection from the top.	<ul style="list-style-type: none"> +€15K
Department-specific Intervention	Tailored remedy for teams with unique challenges (e.g., remote sales team, engineering division).	<ul style="list-style-type: none"> +€12K per department
Crisis Response	Rapid intervention when a critical connection issue emerges, such as a major departure, team breakdown, or conflict escalation.	<ul style="list-style-type: none"> +€20K
Onsite Delivery	Travel and related expenses will be added to the total cost.	<ul style="list-style-type: none"> Based on location





The New York Times

Psychology Today

Le Monde

NEWS

BBC
WORLD
SERVICE

HUFFPOST

insight

Science

who we are

Annecy Behavioral Science Lab (ABSL) brings world-leading science to measure and improve human connection through proven diagnostic methods that identify what is blocking your team's performance.

Recognized globally for pioneering behavioral science approaches to social connection and loneliness, ABSL combines deep academic expertise with practical workplace application to ensure every intervention is grounded in evidence, not guesswork.

HUMANS:CONNECTING (H:C) is a social enterprise that empowers humans, workplaces, communities, governments and systems to prioritise meaningful connection, recognise loneliness, and respond in ways that strengthen connections instead of deepening disconnection.

H:C combines storytelling, practical coaching, public policy expertise, and tailored sessions that turn conversations and concepts into concrete actions.

medibank



Specsavers



conversations
on Wellbeing at Work

program leaders



Phil McAuliffe

HUMANS:CONNECTING

Phil leads the **awareness** and **remedy** stages of CCW, helping leaders surface hidden disconnection and strengthen cultures of trust and accountability.

A former Australian public servant (including a diplomat) with 23 years' experience across Venezuela, Vietnam, South Korea, Japan, and New Zealand, he brings deep expertise in navigating complex, high-stakes environments.

Phil serves on the Board of the Global Initiative on Loneliness and Connection and has contributed to international advisory bodies shaping connection policy.

His insights have featured in Science, ABC Australia, and the BBC World Service.



Dr Hans Rocha IJzerman

Annecy Behavioral Science Lab

Dr Hans directs the **assessment** and **invest** stages of CCW, ensuring organisations have rigorous, defensible measurement to guide strategy.

As Director of the Annecy Behavioral Science Lab and Associate Researcher at the University of Oxford, he is internationally recognized for his expertise in measuring social connection. As CEO and founder of Entrelacs, Hans delivers AI-powered personalized and evidence-based assessment for employees.

Hans has authored more than 70 scientific publications and contributed to global monitoring frameworks shaping how connection is defined and evaluated.

He equips HR and executive leaders with clear data to identify risk, track progress, and demonstrate return on investment.

Together, we provide the human depth and scientific precision needed to deliver lasting, measurable improvements in workplace connection.

We do not just study connections; we translate science into practice, turning evidence into measurable, ongoing business results.



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[Book an Executive Discovery Call](#)



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www.humansconnecting.org