Let's build a more connected, collaborative, and empowered world — one hour at a time.

HOP Use Cases for HR and People Leaders

'HOP is fast, fun, face-to-face, and easy to execute."
"Employees love feeling seen, heard, and connected!'

Hour of Power Connections® (HOP) is an easy-to-implement, high-impact program designed to drive engagement, strengthen culture and accelerate learning. It can be delivered as a stand-alone connection hour, paired with another program, or repeated throughout the year.

With planning and implementation support and turnkey resources, leaders can tailor HOP Connection Hours to support their most important organizational priorities. *Here are 50 strategic ways to leverage HOP*:

🤝 Team Connection & Engagement

1) **Team-building Retreats** — Kick-off retreats with 1-hour get-to-know-you exchanges.
2) **Networking Rooms** — Use break rooms, lunchrooms, or other underutilized spaces to schedule pop-up networking hours where employees can meet. No facilitation needed.
3) **Leadership Development** — Schedule several events throughout the year between current and emerging leaders where they will spend an hour sharing quick leadership tips and questions.
4) **Cross-Functional Team Building —** Bring together cross-functional teams to share recent successes, challenges, and ideas.
5) **Recognition Awards** — Reward outstanding contributions aligned with HOP's core value — Helping Other People connect with resources and opportunities.
6) **Role Understanding** — Have employees develop and share a 'Themified Value Introduction' that relays the value their role brings to others and the company.
7) **Cross-Department Mixers —** Connect teams across silos to foster collaboration and reduce duplication of effort.
8) **Get-to-know-you Hours —** Prompt a different set of get-to-know-you questions in each round to help co-workers discover common interests and build relationships.
9) **Virtual Connections —** Schedule regular virtual get-to-know-you HOPs to connect distributed teams with less Zoom fatigue.

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💡 Learning & Development

10) **Career Exploration** — Offer 1 hour every month for employees to engage with leaders and fellow team members for career advancement tips and questions.

11) **Knowledge-Sharing Sessions** — Set up 3 tables in a small room for regularly scheduled 1-hour knowledge-sharing sessions for up to 30 participants with topical prompts.

12) Situational Coaching Practice — Use coaching prompts for each round, allowing each person give a 30-second response.

13) **Expertise Spotlights —** Help employees showcase an talents or knowledge team members could rely on them for but may not know they have.

14) **"Explain This" Skill Check —** Have team members explain a policy, concept, or process in under 30 seconds — great for internal trainers or customer-facing roles.

15) **Microlearning —** Reinforce or introduce skills training with 1-hour practice sessions.

16) **AI Productivity Exchange —** Host structured sessions where employees share effective prompts, use cases, and best practices for approved AI tools. Boosts digital literacy, cross-team efficiency, and responsible innovation.

17) **Personal Branding** — Give employees a chance to refine their personal brand, practice sharing strengths in a confident, concise way, and focus on impact rather than just job titles. These can be run in a Personal Brand Series, where each event is a different prompt, or these prompts could be used for each round:

- Event or Round 1: "What are you proud to be known for?"
- Event or Round 2: "What's one trait that sets you apart?"
- Event or Round 3: "What's the impact of your work on others?"
- Event or Round 4: "What's a success story that reflects your style?"
- Event or Round 5: "What do you want to be known for next?"

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Culture Reinforcement

18) **Feedback Forums** — Use HOP to give employees valuable practice time responding to real or fictional scenarios with your feedback model.

19) **Values In Action** — Celebrate core values by having team members share examples of those values in action, shout-outs for team members who are exemplifying them, or recent lessons learned from them.

20) **New Hire Mentorship** — Schedule regular HOP events for seasoned employees to share tips, tools, and support with new hires.

21) **Strength Identification —** Use strength cards or the HOP strengths picker to explore the groups' strengths with questions like 'how do you use this strength' or 'who has this strength'

22) **Cultural Transparency —** Bring together leaders and teams to share potential cultural mismatches in policies, procedures, or resources with ideas for change.

23) **Goal Alignment —** Peer-led exchanges for department leaders to articulate current priorities, highlight key initiatives, and connect their team's objectives to mission, values, and culture.

Recruitment & Onboarding

24) **Intern Meet & Greet —** Give interns a chance to meet employees from across the company without needing a big event or structured program.

25) **Normalize Growth Through Failure —** Introduce new hires to a culture that values learning by hosting sessions where team members share lessons from setbacks. Helps build psychological safety, resilience, and trust from day one.

26) **Role-playing Scenarios** — Give internal and external customer-facing teams scenario prompts for response practice.

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📈 Collaboration & Performance

27) **Industry Updates —** Invite team members to share brief updates on news, changes, or trends in their area of responsibility.

28) **Resource Sharing** — Ask employees to come with one resource fellow employees may find valuable to their wellbeing, productivity, or knowledge, and introduce it with the 'Themified Value Introduction' style.

29) **Process Improvement** — Invite teams who work together to take 1-hour to share process best practices or improvement ideas.

30) **Project Check-Ins** — Conduct brief status updates or progress reports among project teams or stakeholders.

31) **Project Post-Mortems** — Debrief completed projects with lessons learned, improvements, or client perspectives.

32) **Audience Messaging —** Ask employees to develop and share one 'Themified Value Introduction' for a company product or service or a general introduction they could share with potential clients, friends and family members who ask, 'what do you do?'

33) **Idea Challenges** — Run 5-round/30 participant innovation sprints where participants present new ideas and vote on finalists, giving the top 5 ideas resources to execute.

34) **Innovation Jams** — Convene creative thinkers to generate ideas in response to urgent challenges or opportunities.

35) **Hack Your Routine Days** — Invite team members to share tips for simplifying work, boosting efficiency, or breaking unproductive habits.

36) **Leadership Roundtables** — Facilitate discussions among leaders on strategy, team challenges, or leadership growth.

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🧠 Employee Well-Being

37) **Wellness Exchange** — Use several hours per year to invite employees to share their best wellness tips and company supported wellness benefits they find useful.

38) **Crisis Management Drills** — Prepare teams of up to 25 at a time to handle challenging situations by providing a crisis for each of 5 rounds, inviting participants to quickly share their first instinct response in 1 minute or less. Give the best response between each round.

39) **Personal Success** — Host events or prompt rounds focused on self-awareness (what I bring), visibility (how I show up), and evolution (where I'm growing).

40) **Leadership Pulse —** Ask leaders to share reflections with prompts such as "One decision I'm proud of and why" or "a mistake I learned from."

🌍 DEI, ERG & Belonging Initiatives

41) **Cultural Exchange** — Invite employees to share celebrations, special days, foods, or traditions specific to their culture or family.

42) **Cross-ERG Collaboration —** Facilitate collaboration and idea exchanges between different employee resource groups, using HOP to discover shared goals or event opportunities.

43) **DEI Support** — Have team members share how they support DEI with inclusive practices or personal examples of applying tenants they have learned in training.

44) **Allyship in Action Practice —** Practice supportive responses to prompted workplace scenarios in 30-second ally response rounds.

45) **Charitable Opportunities Exchange —** Create space for employees to share local nonprofits they support, fostering purpose-driven engagement

46) **Identity & Belonging —** Spark connection and reflection with prompted round questions like "A value I bring to the team because of my background" or "A time I felt I belonged at work was"

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Strategic Initiatives & Communication

47) **Stakeholder Engagement** — Invite community members, vendors, or partners to a HOP to get to know key employees and each other.

48) **Pulse Surveys —** Capture group sentiment fast and face-to-face with round prompts such as "What's one thing going well right now — and one challenge?"

49) **Communication Practice Sessions —** Use HOP to help employees strengthen concise, confident messaging skills for both internal collaboration and external communication. Ideal for developing influence, clarity, and executive presence.

50) **Themed Series —** Schedule recurring hours focused on rotating themes:

a) Well-being "One thing I do to maintain my mental, emotional, or physical well-being at work is..." "Here's how I support my team's well-being, even in busy times..."

b) Productivity: "This is a small productivity hack that changed the game for me..." "Here's how I stay focused when everything's moving fast..."

c) Knowledge: "Something I've learned recently that helped me do better work is..." "Here's a tool, book, or insight I think more people should know about..."

d) Belonging: "I knew I belonged at work when..." "Here's something I do to help others feel included or connected..."

e) Resilience: "Here's a challenge I overcame and what it taught me..." "This is how I bounce back when things don't go as planned..."

f) Empowerment: "I felt empowered at work when..." "One way I help others take initiative or lead is..."

g) Trust: "Here's something that builds trust on a team for me..." "I learned the value of trust when..."

h) Purpose: "Here's how my work connects to a bigger purpose..." "What drives me, beyond the day-to-day, is..."

We'd love to support your organization's GROWTH with HOP.
GROWTH = Gaining Rewards, Opportunities, and Well-Being Together, Holistically

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