**1:1 Meetings Can Unlock Deeper Connections at Home, Too**

*Alternative titles/frames:*

One Type of Meeting you Should Have at Home

That Weekly 1:1 at Work Can Help You Connect with Your Kids

1:1 Meeting Skills Aren’t Only for Work

**Steven G. Rogelberg**

Author of

*Glad We Met: The Art and Science of 1:1 Meetings*

and

~~Author of~~ *The Surprising Science of Meetings*, #1 Leadership book to watch for

Washington Post

*“Steven Rogelberg knows more about how to improve meetings than anyone on earth”*

Adam Grant

As Profiled on [CBS This Morning](https://eur03.safelinks.protection.outlook.com/?url=https%3A%2F%2Furldefense.proofpoint.com%2Fv2%2Furl%3Fu%3Dhttps-3A__www.cbsnews.com_video_how-2Dto-2Dmake-2Dworkplace-2Dmeetings-2Dmore-2Deffective-2Dand-2Dsuccessful_-3Ffbclid-3DIwAR1iuXfWhemtUHGm174fx6vZooZnkPaIs2FK2uj-2D7dNMRgN-2DqWLCO-5FIZlZU%26d%3DDwMFaQ%26c%3DnQOnw6HHAeKBNxj23OXhOw%26r%3DEO2ecLNTGCt4cz2QR32_DWk60vxB7HlopRj7jaKdP98%26m%3D70QY8ENJ8r7tTzw-60WN-ikKSthBqrCnEeXdb_dTvDE%26s%3DWc6TGGa8WplZYSv8IwaUJSG7sdTTjjd6rCSrdWO0LDY%26e%3D&data=01%7C01%7Cfrederik.anseel%40kcl.ac.uk%7C34db946f63be41b5614a08d6cefc5a74%7C8370cf1416f34c16b83c724071654356%7C0&sdata=LPXojXdOWPGS9uCPa%2Fpv0Cxl31klOhBRNc4wP0qp%2BSk%3D&reserved=0), CNN, MSNBC, and BBC World

**Although we traditionally view 1:1s as a workplace phenomenon, they can also be an AT-HOME phenomenon.**  How? A strong case can be made for doing “1:1s” of sorts with your spouse, family members, closest friends, and most notably your children. Namely, meeting weekly or bi-weekly for 30 minutes or so with your child individually, where you sit down to explore what is on their mind in an intentional way, can go a long way in building relationships and promoting their thriving.

You may not want to put rigid calendar holds and scheduling around these like you would at work (to each their own), but having pointed discussions with your child where candor and openness—always paired with kindness—can help overcome communications issues ranging from the trivial (“You load the dishwasher entirely wrong!”) to the crucial (e.g., finances, long-term goals, career fulfillment, etc.), and everything in between. Please note, I am not suggesting this is the only conversation you have with your kids or spouse, just like a 1:1 with a direct report is not the only conversation you would have. That said, it serves as an intentional tool to rise above the daily fray and demands to solely focus on the other party, something that many relationships lack in some form.

Leveraging research and evidence I have collected over 20 years and science around relationships and building positive and productive work-place environments. Much of this knowledge and many interpersonal skills can be transferred to the family context to help build a healthy family “organization. Some of the topics covered include:

* Why effective 1:1s are can be so useful to children
* Keys to success and 7 common mistakes to avoid
* The types of questions to ask to avoid one word answer and groans.
* How to personalize your 1:1 approach to fit you and your child – one size does not fit all
* Messaging and positioning 1:1s for maximum value
* How much you should talk vs the child
* Finding the correct 1:1 cadence and meeting length to maximize positive impact
* Managing the intricate balance of productivity-building, relationship-building, and child development
* Designing 1:1s with intentionality, from where to conduct the meeting to building a plan.
* How to involve the child in a genuine way
* Leveraging key skills around facilitation, listening, and feedback-giving
* How to start, conduct, and end these 1:1s

Importantly, while this session focusses on the child/parent relationship, learnings are highly relevant to 1:1s with other family members, peers, customers, and direct reports at work.

**Reviews of Session and Content**

*“Steven Rogelberg knows more about how to improve meetings than anyone on earth. If you’ve ever lamented that a meeting could’ve been an email, this book is filled with data and practical advice for making the time we spend together less miserable and more worthwhile.”*

 Adam Grant, Ph.D., #1 *New York Times*bestselling author of THINK AGAIN and HIDDEN POTENTIAL, and host of the TED podcast WorkLife

*Rogelberg does an incredible job making the case that the 1:1 meeting should not be taken for granted by leaders. He provides highly compelling evidence-based insights designed to made 1:1s  highly effective and positively impactful for all parties.*

Dave Burwick, CEO, The Boston Beer Company/Sam Adams/ Angry Orchard

*My introduction to Steven was catalyzing.  He packed practical, science-based wisdom into an engaging 1-hour keynote based on his excellent book, Glad We Met.*

Tacy M. Byham, Ph.D., CEO, DDI. co-author of ‘Your First Leadership Job’

*GLAD WE MET: THE ART AND SCIENCE OF 1:1 MEETINGS might be the most powerful way to build trust and inspire individual performance and engagement, yet arguably is the least developed tool in a People Leader’s toolkit. Dr. Rogelberg does a masterful job of conveying the art and science of 1:1 meetings and equipping managers with a simple, pragmatic and actionable playbook that they can implement immediately.*

Josh Greenwald, SVP, CHRO TIAA Retirement Solutions

*Steven’s presentations bring science, practice, and the art of audience engagement all together in the same package.   His content on 1:1 meetings is incredibly unique, groundbreaking, and tremendously important.  Can't recommend him enough!*

David Dye, Program Director, Conference Board.

*“I learned so much from Glad We Met! One-on-one meetings will never go out of style because they are the bedrock of relationships, and I’m so glad Steven Rogelberg has compiled this authoritative guide to how to do them best!”*

Angela Duckworth, PhD Rosa Lee and Egbert Chang Professor at the University of Pennsylvania and author of #1 New York Times best seller, Grit: The Power of Passion and Perseverance,

**Biography**

Dr. Steven G. Rogelberg, an organizational psychologist, holds the title of Chancellor’s Professor at UNC Charlotte for distinguished national, international and interdisciplinary contributions.  He is an award-winning teacher and recipient of the very prestigious Humboldt Award for his research on meetings. Adam Grant has called Steven the “worlds leading expert on how to fix meetings”.

Dr. Rogelberg’s previous book, [*The Surprising Science of Meetings: How You Can Lead Your Team to Peak Performance*](https://www.amazon.com/Surprising-Science-Meetings-Lead-Performance/dp/0190689218/ref%3Dtmm_hrd_swatch_0?_encoding=UTF8&qid=&sr=)(Oxford) has been on over 25 “best of” lists including being recognized by the Washington Post as the #1 leadership book to watch for, His forthcoming book, [Glad We Met: The Art and Science of 1:1 Meetings](https://www.amazon.com/Glad-Met-Art-Science-Meetings/dp/0197641873) comes out in January and is already receiving tremendous praise, for example Dan Pink writes: *The world’s leading scholar of meetings unpacks the most important meeting of all — direct conversations between managers and team members. Rooted in deep research and replete with actionable takeaways, this book will transform how — and why — you conduct these essential encounters. GLAD WE MET is an urgent read for anyone trying to find their footing on the modern workplace’s new terrain.*

Rogelberg has been interviewed or featured on major TV broadcasts (e.g. [CBS This Morning](https://www.cbsnews.com/video/how-to-make-workplace-meetings-more-effective-and-successful/?fbclid=IwAR1iuXfWhemtUHGm174fx6vZooZnkPaIs2FK2uj-7dNMRgN-qWLCO_IZlZU), multiple times on [CNN](https://www.youtube.com/watch?v=lX5OZL3rEDc), BBC World), radio (e.g., NPR’s Morning Edition), leading podcasts (e.g., Freakonomics, HBR IdeaCast; Dan Pink, Bloomberg News), and in most major newspapers and magazines (e.g., WSJ, Bloomberg, NY Times, London Guardian, New York Magazine, and National Geographic magazine).

Rogelberg’s keynotes on meetings span the globe and occur at the world’s leading organizations including but not limited to Google, Facebook, Amazon, Pfizer, Cisco, Bank of America, PayPal, Dell, The United Nations, 3M, RAND, The Security Exchange Commission, Corning, Siemens, London Stock Exchange, TIAA, and Warner Brothers.

Rogelberg was invited and testified to the US Congress (2022) on the topic of being successful and engaging others in very difficult working environments – using organizational psychology to elevate members of congress, their staffs, and the institution.

Invited and named to the Marshall Goldsmith 100 Coaches Group, “100 Coaches Community brings together the world’s premier leadership thinkers” to seek ways to advance positive impact and give back to society.

Dr. Rogelberg has run three consulting centers, engaged with many Fortune 500 companies, and served on multiple advisory boards.  He founded and currently directs two large outreach initiatives, spanning 8 universities, focusing on nonprofit organization effectiveness. Over 5000 nonprofits have been served.

He was the inaugural winner of the Society for Industrial and Organizational Psychology (SIOP) Humanitarian Award and just finished his term as President of SIOP, the largest professional organizational in the world for I-O psychology.

He has been a visiting scholar and guest speaker at universities around the world including: Freie Universität Berlin (Germany), BI Norwegian Business School (Norway), Peking University (China), University of Edinburgh (Scotland), Reykjavik  University (Iceland), Hong Kong Baptist University, The University of Sheffield (England), The University of Zurich (Switzerland), The University of Tel Aviv (Israel), Technion University (Israel), Concordia University (Canada), the University of Mannheim (Germany) and Catholic University of Louvain (Belgium).

Before completing his Ph.D. in Industrial/Organizational Psychology at the University of Connecticut in 1994, he received his undergraduate B.Sc. degree from Tufts University in 1989.

Please visit [Stevenrogelberg.com](http://stevenrogelberg.com/) for more information.