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THE DISCONNECTORS

Can you stop them from operating within your midst?





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The case for connection

Only

20%

of employees globally are engaged at work.



$10

Trillion

is the estimated annual cost of low engagement to the global economy.



Highly engaged teams achieve

18%

higher productivity and

23%

higher profitability



Sources: *Gallup, State of the Global Workplace 2026*

Connection isn't a 'nice to have'. **It's a performance driver.** It links people to their purpose, their work, their team and their organisation, helping to create happier, higher-performing workplaces.

Research consistently links higher engagement with stronger business performance, including productivity, profitability and sales. For organisations, strengthening connection is therefore about more than how people feel at work. It helps create the conditions for **happier people and stronger performance.**

And strengthening connection starts with understanding what is helping it – and what might be getting in the way.

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Introducing...

THE DISCONNECTORS

The Disconnectors is an immersive learning experience that brings workplace behaviour to life.

Guided by The Sentinel, participants enter a world of hidden roles, team challenges and suspicion, where they must collaborate, communicate and make decisions while secretly trying to identify the Disconnectors operating within their midst.

But there's a serious purpose beneath the play. Through challenge, observation and facilitated reflection, participants uncover the behaviours that strengthen connection and those that quietly undermine trust, collaboration, culture and performance.

Because it's one thing to talk about connection.

It's another to experience it.



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Where it makes an impact



Leadership development



Culture & behavioural change



Customer experience



Strategic change



Values activation



Team building



Collaboration

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The experience at a glance

Enter the world
Meet The Sentinel

Complete challenges
Earn coins

Roundtable reflection
Explore behaviours and insights

Circle of suspicion
Vote on potential Disconnectors each round

Final reveal
Who were the Disconnectors?

Circle of learning
Turning insights into action

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How it works

This isn't a workshop people simply sit through. It's an experience they become part of. The Disconnectors combines immersive storytelling, hidden roles, team challenges and structured reflection, creating memorable moments that reveal how people communicate, collaborate and respond when the pressure is on.

Hidden Roles

Some participants are Connectors. Others are Disconnectors. Nobody knows who is who.





Immersive Challenges

Teams complete a series of practical, mental and collaborative challenges designed to surface real behaviours.

Coins & Competition

Success earns coins. Failure can reward the Disconnectors.





Roundtable Discussions

Structured reflection helps participants explore the behaviours behind success and failure.

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How it works

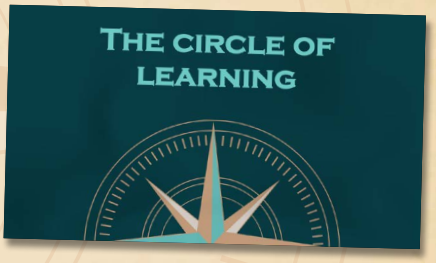
Circle of Suspicion
After each challenge, participants vote on who they believe may be secretly working against the team.





Final Reveal
The Disconnectors are exposed and the team reflects on what the experience revealed.

Circle of Learning
Participants reflect on what happened throughout the experience, capture key learning and identify practical actions they can take back into the workplace.



Example challenges

Building Bridges
Build a bridge as a team, revealing how people ***work together under time pressure*** and with limited resources.

Code of Collaboration
Explore different workplace attitudes and how they can ***build trust, strengthen connection*** or get in the way.

The Logic Lab
Solve a logic challenge together, testing how the team ***navigates doubt, confusion and uncertainty***.

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Why it works?

Traditional training explains behaviour. The Disconnectors reveals it.

Traditional Training	The Disconnectors
Explains behaviours	Reveals behaviours
Participants learn concepts	Participants live the experience
Discussion-based	Challenge-based
Facilitator-led learning	Participant-led insight
Focus on what people know	Focus on how people behave
Reflection supports learning	Experience drives reflection
Often forgotten after the event	Designed to create memorable moments
People leave with notes	People leave with stories, insights and commitments

The difference?

Most people already know that trust, communication and collaboration matter. The Disconnectors brings them to life through shared experience.

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Outcomes



Greater behavioural awareness
Recognise the behaviours that strengthen or undermine connection.



A shared language
Talk more openly about trust, collaboration and ways of working.



Practical insight
See how everyday behaviours influence the wider team.



Stronger connection
Create meaningful shared experiences and conversations.



Commitment to action
Turn reflection into practical changes back at work.

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Testimonials

"We have used The Disconnectors at Sodexo to anchor a large culture transformation programme in our Justice business, with 3,000 people in scope, as well as a number of individual team events.

It's really worked for us. We have had highly positive delegate feedback from frontline colleagues all the way to senior leaders, which is great. However the most exciting development is how the lasting impact is being seen in those key areas of collaboration, connection and teamwork which directly influence business performance and commercial outcomes.

The Disconnectors is a superb piece of learning design that provides delegates with an experience that's fun, thought-provoking, and engaging.

A great feature is how easily the challenges can be used to focus on specific learning outcomes through the lens of connection, collaboration and teamwork.

It's a low maintenance delivery model and we have used internal resource for large programmes and Happy Consultancy facilitators for one-off events."



Duncan Limbert,
Learning Business Partner,
Sodexo UK & Ireland

★★★★★

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FAQs

How many people can take part?
Designed for groups of 8–200 participants.

How long does it take?
The experience can run from 1.5 to 4 hours, depending on your agenda and desired outcomes.

Where is it delivered?
The Disconnectors comes to you, whether as part of a conference, leadership programme or standalone experience.

Which countries can it be delivered in?
Anywhere worldwide, wherever your people are.

What's included?
Everything needed to bring the experience to life, including the equipment, materials, immersive game elements and facilitation.

Can it be tailored to our organisation?
Absolutely. The experience can be tailored around the behaviours and priorities that matter most to your organisation.

Who is it suitable for?
Everyone! From individual teams to mixed groups and people at every level of an organisation.

How much does it cost?
Pricing varies depending on duration and customisation. Get in touch and we'll tailor the experience to suit your needs.

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THE DISCONNECTORS



Ready to build a culture where people and performance thrive together?

Book The Disconnectors for your organisation. Or talk to us about how we can tailor the experience to your people, culture and priorities.

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