

Know your organisations stated values and actively use them to filter decision making.



Communicate how decisions & changes are aligned with the organisations values.

Values-Based Leadership

Discuss with employees what the values look like in behaviours.



Catch employees living the values & be curious when you see their behaviours deviate from the values.



THE ECOSYSTEM OF WORK

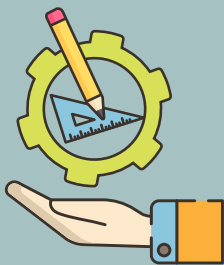
Communicate clearly & often.



Ask employees if they are naturally planners or deadline motivated & work together to manage projects & expectations.



Use Self-Determination Theory as guiding principles for how you design & manage work.



Listen to employees' experiences & try to understand their perspectives, especially when they're different to your own.

Don't schedule back-to-back meetings. Build in a 5 – 10 minute buffer between meetings.

People-Based Leadership



Foster belonging throughout the employee lifecycle.



Ask employees if they prefer feedback & praise publicly or privately & then follow their preferences.

Invest >10 minutes per week talking with each employee about non-work-related topics.



Be curious about failure – find opportunities to reflect, learn & improve.

Compassionate Leadership

