THE ECOSYSTEM OF WORK

Values-Based Leadership

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

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

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.
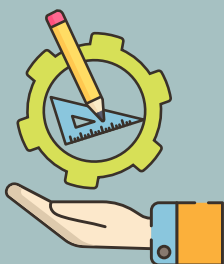
People-Based Leadership

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.

Foster belonging throughout the employee lifecycle.

Compassionate Leadership

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

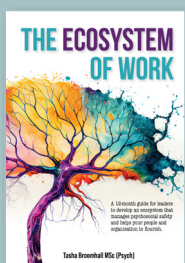Invest >10 minutes per week talking with each employee about non-work-related topics.

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

THE ECOSYSTEM OF WORK

A 10 month guide for leaders to develop an ecosystem that manages psychosocial safety and helps your people and organisation to flourish.

Tasha Broomhall MSc (Psych)

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