#### Leading a team



is like raising children

## At work or in the family, leadership requires the same skills.

#### In this Presentation...



#### Leadership skills

to practice at home and at work



#### **Environment tips**

for people to thrive

#### Leadership skills

Authenticity

Integrity

Mindfulness

**Empathy** 

Personal responsibility

#### Authenticity

Be yourself

Share a personal story

Ask for help

Show you are willing to learn

Apologize if needed



#### Integrity

Be honest, consistently

Stand behind family / company values

Share your personal values

Be reliable

Keep your promises



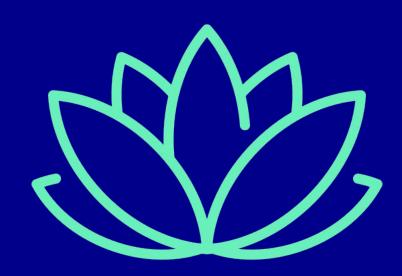
#### Mindfulness

Be present

Pay attention in the moment

Be aware of team / family dynamics

Know your team / your children



We are making sure that the ship is running smoothly but we are not handling the ropes.

#### **Empathy**

Help with decisions

Show support even without expertise

Be a sparring partner

Feel with the other person

Ask questions / be curious



### Evaluate the situation and ask a question.

Feel the gravity of the emotion, not the gravity of the problem.

#### Personal responsibility

Take care of your needs

Respect your borders

Take responsibility for your actions

Say what you like and don't like



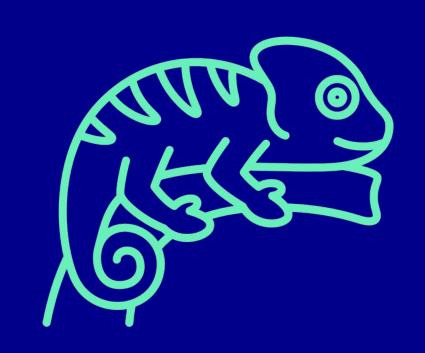
#### + Stay flexible

Be aware of changes

Adapt to changes

#### Adjust:

- the environment
- your leadership style
- your behavior



#### **Environment tips**

Safe space

Pick your battles

Measured challenges

#### Safe space

Show / teach

Offer support

Stay patient

Avoid punishment

Show & value trust

Inform on the bigger picture and their role in it



#### Pick your battles

Consider wishes

Allow small freedoms important to your team / children

Value the team's input



#### Measured challenges

Observe team members / children

Find a task where they can balance capability and fear

Offer the task / project

Or simply ask them



# Then let go, let them take responsibility and be there for support.

#### Leadership skills

Authenticity

Integrity

Mindfulness

Empathy

Personal responsibility

+ Stay flexible

#### **Environment tips**

Safe space

Pick your battles

Measured challenges

And then, let go.

### Leadership is hard.

So why bother?



Leadership