Meet Me

Nancy Johnson

HR Business Partner and Leadership Consultant

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Agenda

➤ Overview of positive leadership

➤ Why a shift toward Positive Leadership is critical to addressing workforce challenges

➤ 4 P's of Positive Leadership

➤ Strategies for building positive leaders & strengthening workplace culture
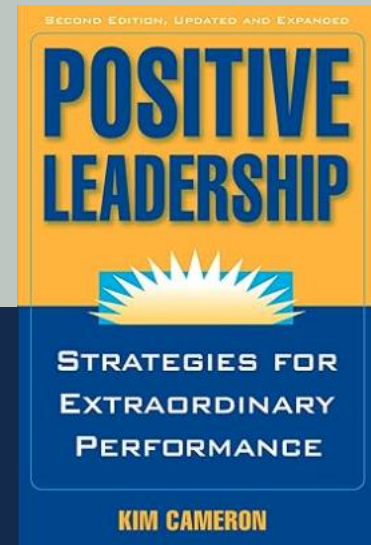
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What is Positive Leadership?

Positive leadership refers to a leadership approach that emphasizes cultivating a positive climate, fostering strong relationships, encouraging open communication, and instilling purpose and meaning in the workplace. It focuses on creating conditions where individuals and teams can flourish, achieve extraordinary results, and contribute to a greater organizational mission.
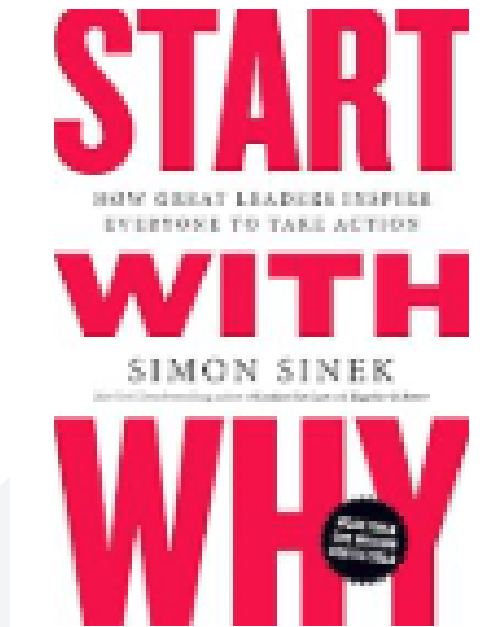
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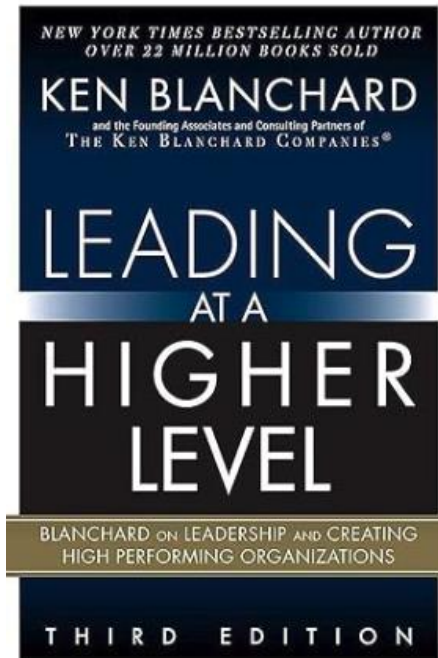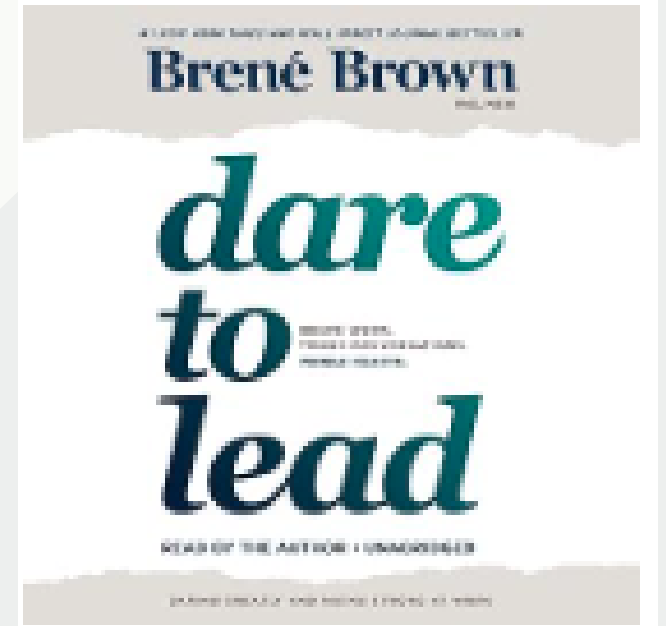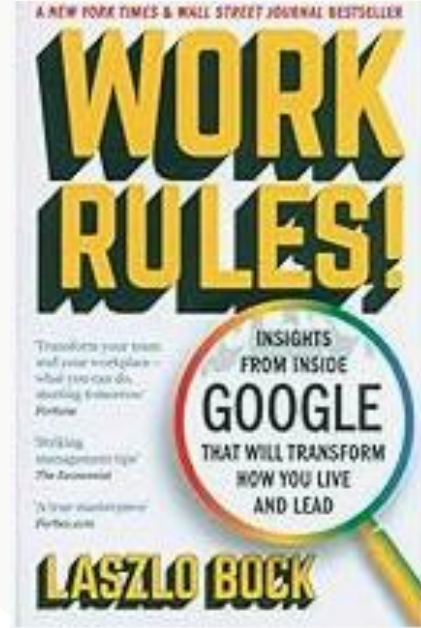
Foundations of Positive Leadership

Key Characteristics:

1. **Positive Climate:** Encourages trust, compassion, forgiveness, and optimism within the workplace.

2. **Positive Relationships:** Builds meaningful, high-quality connections among team members that enhance collaboration and well-being.

3. **Positive Communication:** Prioritizes constructive, affirming interactions while addressing challenges candidly and respectfully.

4. **Positive Meaning:** Helps employees connect their work to a larger purpose, increasing engagement and motivation.

SECOND EDITION, UPDATED AND EXPANDED

POSITIVE LEADERSHIP

STRATEGIES FOR EXTRAORDINARY PERFORMANCE

KIM CAMERON

CENTER FOR POSITIVE ORGANIZATIONS

M MICHIGAN ROSS

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PATRICK LENCIONI

The FIVE DYSFUNCTIONS of a TEAM

HOW TRULY GREAT LEADERS UNLEASH GREATNESS IN OTHERS

TRUST & INSPIRE

BESTSELLING AUTHOR OF THE SPEED OF TRUST

STEPHEN M. R. COVEY

A NEW YORK TIMES & WALL STREET JOURNAL BESTSELLER

WORK RULES!

INSIGHTS FROM INSIDE GOOGLE THAT WILL TRANSFORM HOW YOU LIVE AND LEAD

LASZLO BOCK

Brené Brown

dare to lead

NEW YORK TIMES BESTSELLING AUTHOR
OVER 22 MILLION BOOKS SOLD

KEN BLANCHARD
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THE KEN BLANCHARD COMPANIES®

LEADING AT A HIGHER LEVEL

BLANCHARD ON LEADERSHIP AND CREATING HIGH PERFORMING ORGANIZATIONS

THIRD EDITION

START WITH WHY

HOW GREAT LEADERS INSPIRE EVERYONE TO TAKE ACTION

SIMON SINEK

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Overall Satisfaction and Intent to Leave, Among U.S. Employees
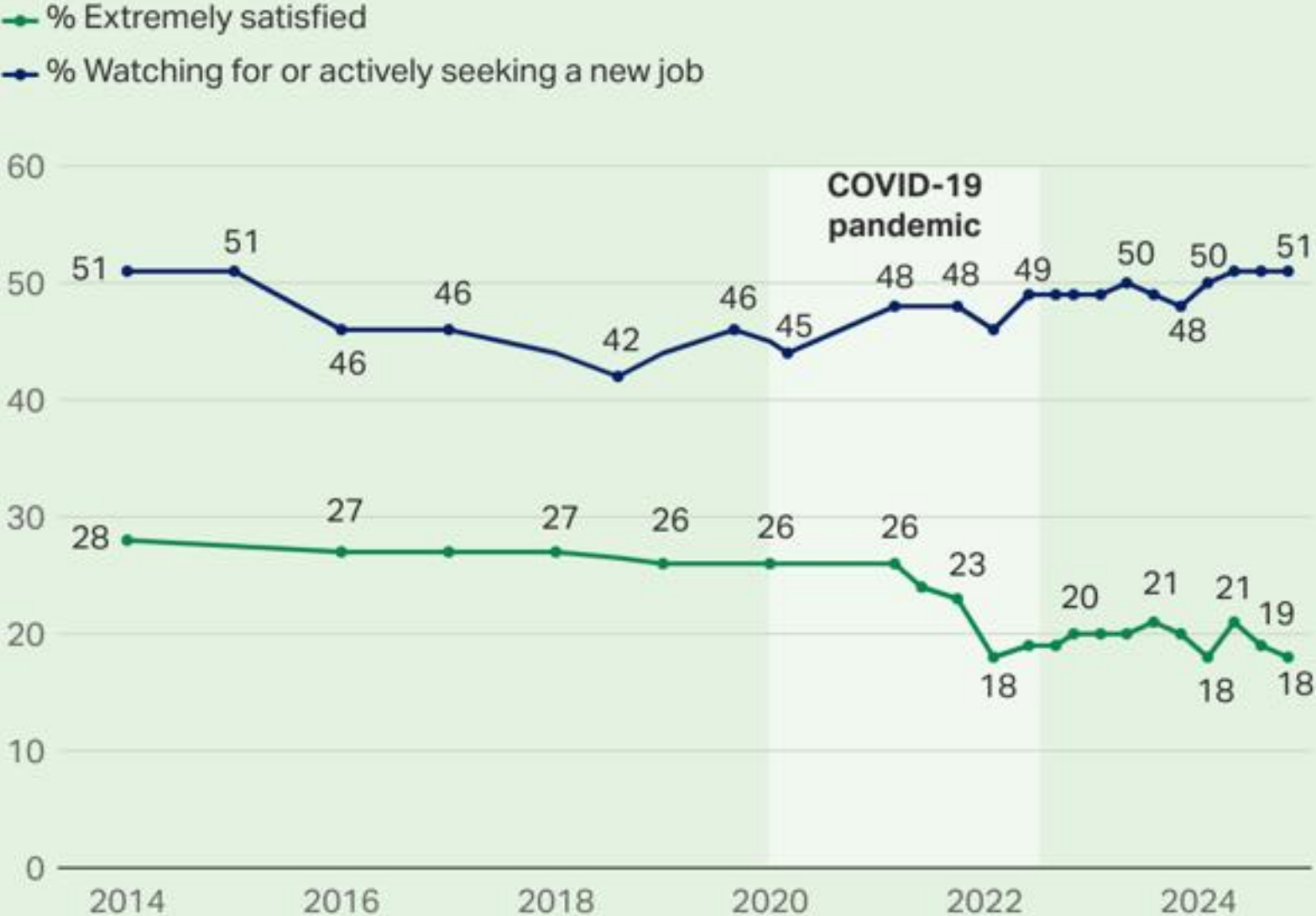
My organization cares about my overall wellbeing.
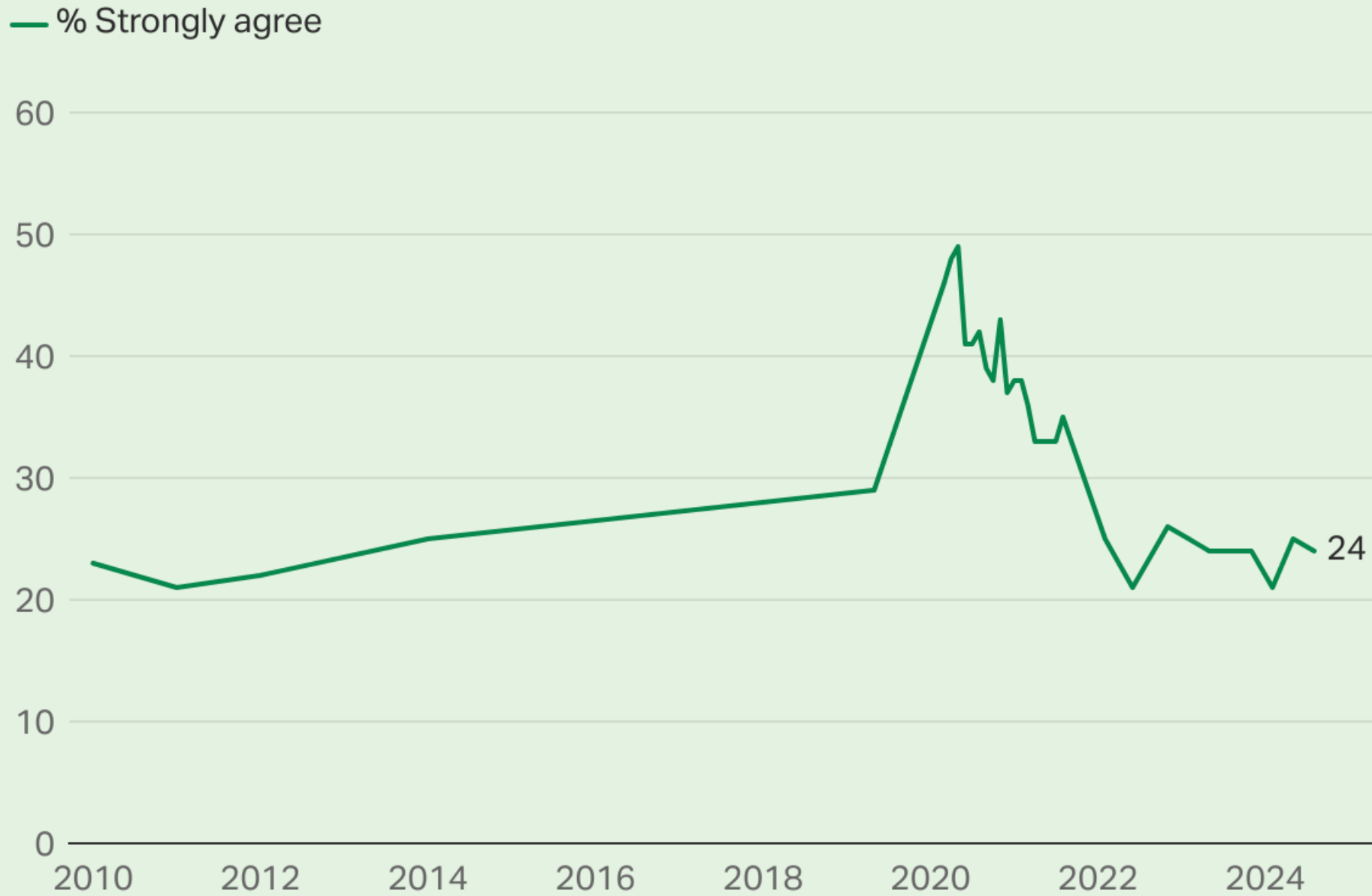
— % Strongly agree

24

GALLUP

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Are managers delivering on these key behaviors?

% strongly agree
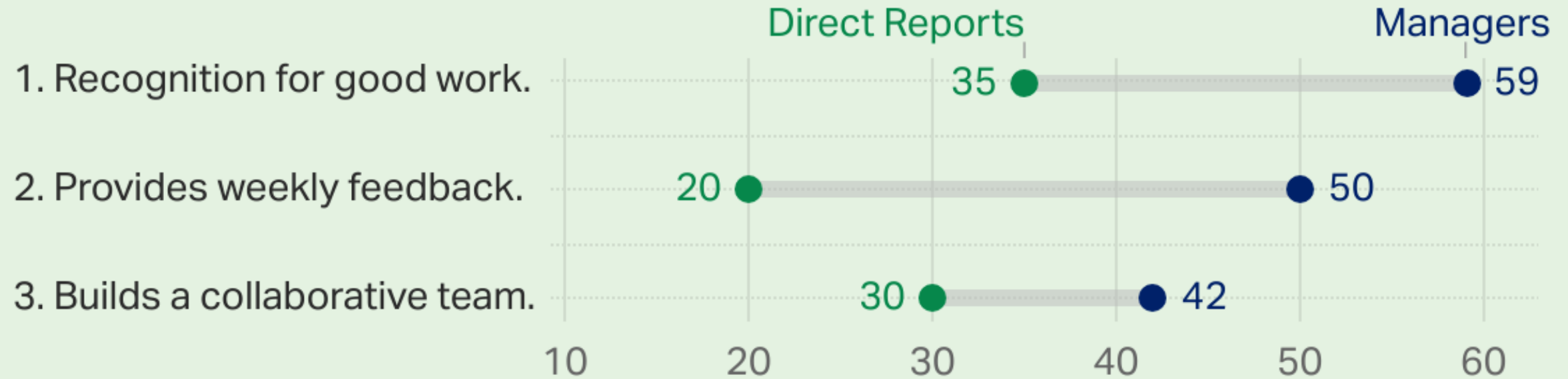
WF Q3 2023, U.S. Employees; Manager MOE: ±3 points, Individual Contributor MOE: ±1 point

GALLUP

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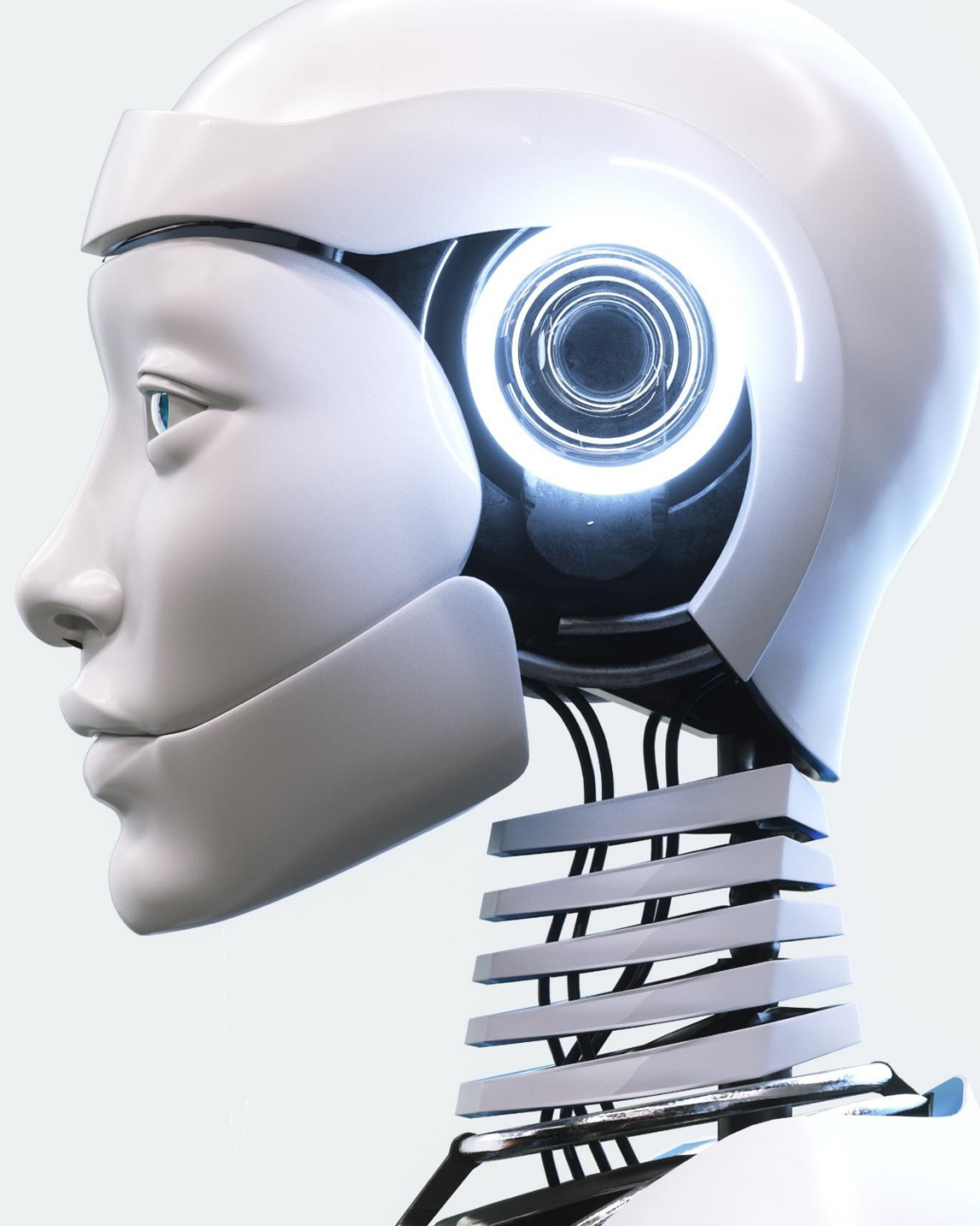
PEOPLE

PURPOSE

PRACTICES

PROGRESS

PEOPLE

People

Employees thrive when they feel valued and supported.

➢ **93%** said Motivated to do their Best Work

➢ **50%** Undervalued intend to look for new job

Lapses and lack of communication between managers and teams can be to blame for feeling undervalued.

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People

➢ When team members feel safe to admit mistakes and provide candid feedback (psychological safety) it strengthens trust and mutual respect among colleagues.

Psychological safety is the belief that people can speak up and take risks without fear of being criticized or punished

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People

➢ Communication is key
  ➢ Acknowledging an honoring communication styles
  ➢ Strength-based coaching

➢ Invest in developing High Quality Connections

  ➢ **Boost** employee engagement
  ➢ **Enhance** psychological safety
  ➢ **Strengthen** resilience

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How to Build Positive Relationships

One-on-One Meetings

➢ Make it about them — not you

➢ Be present and engaged

➢ Practice empathy

Nurture Psychological Safety

➢ Normalize vulnerability

➢ Invite perspectives

➢ Reframe mistakes as learning opportunities

➢ Focused team building

Train Leaders on Strength-Based Feedback

➢ How to give and receive feedback

➢ Consider communication style

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PURPOSE

Purpose

Purpose drives engagement and motivation.

➢ Fosters intrinsic motivation

➢ Strengthens engagement

➢ Reduces burnout and turnover

Gallup's State of the American Workplace report found that employees who strongly agree they feel their job is important are 2.3 times more likely to be engaged.

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Purpose

➤ According to McKinsey & Co. Employees who believe their work has purpose are **4 times more likely to be resilient** in times of stress or change.

Purpose in work is the intrinsic sense of fulfillment that employees gain from doing work that's meaningful to them.

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Purpose

➤ Purpose directly correlates with measurable business performance.

➤ Companies with a strong sense of purpose outperform their peers by **42% in financial results**.

➤ **30% higher** innovation rates

Deloitte's *Purpose Drives Profit* report revealed that **79% of leaders** believe purpose helps their companies navigate change more effectively.

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How to Define Purpose

Connect Roles to the Bigger Picture

➢ Regularly speak your purpose

➢ Link daily work to purpose

➢ Job postings and job descriptions

Use story-telling

➢ Testimonials

➢ Storytelling

➢ Encourage employees to find personal meaning

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PRACTICES

Practices

Fair Processes enhance Team Morale

➢ Engagement

➢ Explanation

➢ Expectation Clarity

Fair practices are actions that are considered to be ethical, just, and equitable.

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Practices

Impact of Fair & Transparent Practices

➢ Enhanced Trust

➢ Higher Engagement

➢ Increased Innovation

➢ Stronger Retention

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Practices

It is not the strongest of the species that survive, nor the most intelligent, but the one most responsive to change.

Charles Darwin (attributed)

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How to Design Positive Practices

Conduct Audits & Involve Employees

➢ Clear and easy processes

➢ Fair and inclusive

➢ Do you involve your team in the design?

➢ Leverage technology to streamline and create workflows

➢ Can they be easily adapted?

Consider Human Centered Design Methodology

➢ Understanding Needs

➢ Applying Knowledge

➢ Testing and Refining

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PROGRESS

Progress

Progress starts with celebrating growth—both big and small

➢ Small Wins Create a Positive Feedback Loop

➢ Boost to Inner Work Life

The Progress Principle: Making consistent, meaningful progress in work is the single most important factor in boosting employee's motivation and emotional well-being.

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Progress

Recognition Programs

- ➤ **85%** of professionals want to hear a simple "thank you" during their day-to-day interactions.

- ➤ Increases productivity by **14%**

- ➤ **31%** reduction in voluntary turnover

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How to Promote Progress

Set the Expectation for your Leaders
- ➤ Effort vs. Outcomes
- ➤ Track incremental progress

Employee Recognition Program That Fits
- ➤ Personalize recognition
- ➤ Create a formal program leveraging technology

Create Personalized Development Plans
- ➤ Annual individual development planning
- ➤ Include stretch assignments

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Checklist for Positive Leadership

How to Build Positive Relationships
- ❏ One-on-One Meetings
- ❏ Nurture Psychological Safety
- ❏ Train Leaders on Strengths Feedback

How to Define Purpose
- ❏ Connect Roles to the Bigger Picture
- ❏ Use Story-Telling

How to Design Positive Processes
- ❏ Conduct Audits & Involve Employees
- ❏ Human Centered Design Methodology

How to Promote Progress
- ❏ Set the Expectation for your Leaders
- ❏ Employee Recognition Program That Fits
- ❏ Create Personalized Development Plans

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What now?

Assess Current Situation

1. How aligned are you with the principles of Positive Leadership?
2. Consider an employee survey that is focused in this arena. Identify What gaps exist in areas like recognition, team trust, purpose, and psychological safety?

Evaluate Options

1. Building from your findings, which practices would have the most immediate impact?
2. Identify what resources, training, or tools such as software could support your efforts?

Implement

1. Involve employees and choose an area to enhance. Start small.
2. Give it 90 days, and solicit feedback, refine and redeploy
3. Commit to regular reflection and adjustments as you go.

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