



Today Employees Need Humble & Vulnerable Leaders

The old notion that leaders should always appear confident & dominate is a myth. Coming across as invincible, the smartest person in the room & ‘often wrong but never in doubt’ can undermine employee engagement & productivity.

Today humble, vulnerable leadership is needed because:

- Every employee has had their spirit tested during this pandemic & needs more than forceful, tough, macho leaders
- Employees perform at a higher level when their leaders exhibit compassion - especially when their workplace has been disrupted as with COVID

Being an effective leader is challenging – requiring the communication of tough feedback, making decisions that disappoint employees, etc. Leaders should not beat themselves up over making these tough calls - but do so with compassion for employees. Studies show that leaders who have positive intentions & display a concern for employees:

- Increase the degree of employee trust & collaboration
- And create stronger, open leader-employee relationships

Leaders can exhibit humility & vulnerability by:

- Telling the truth – Effective leaders practice candid transparency by sharing what they do & do not know. Openness is a sign of confidence.
- Asking for help - Leadership is not about being a hero but unlocking the forces that interfere with the team’s performance. This requires leaders to be open about their need for employees’ support.
- Admitting & apologizing for mistakes - Employees appreciate & have more trust in a leader who is candid. Failing to admit we were wrong is ineffective at trying to persuade others that we are right. Better leaders admit it when they don’t know or are wrong. Authenticity increases employees’ commitment & engagement.
- Having the humility to grow their leadership capabilities - Some leaders stagnate, operate on autopilot & just repeat what has worked in the past. Being open about his/her weaknesses is the ultimate sign of strength. Working on their development makes a leader vulnerable in the short term but stronger in the long term
- Focusing on the team rather than themselves - Humble leaders value the perspectives, involvement & contributions of others. They create a psychologically safe team culture that fosters constructive feedback & opinions. They welcome feedback — not because they always like it - but because they know it’s necessary for progress.

Let us know if any of our training or consulting services might assist any of your leaders in leveraging their strengths & enhancing their skillset.

“Teamwork begins by building trust. And the only way to do that is to overcome our need for invulnerability.” Patrick Lencioni

Pite



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