

VIRTUAL  EVENT

NEW WAYS OF WORKING



7 MAY 2020

Authentic Leadership

Dr Fiona Beddoes-Jones

Fiona.bj@cognitivefitness.co.uk

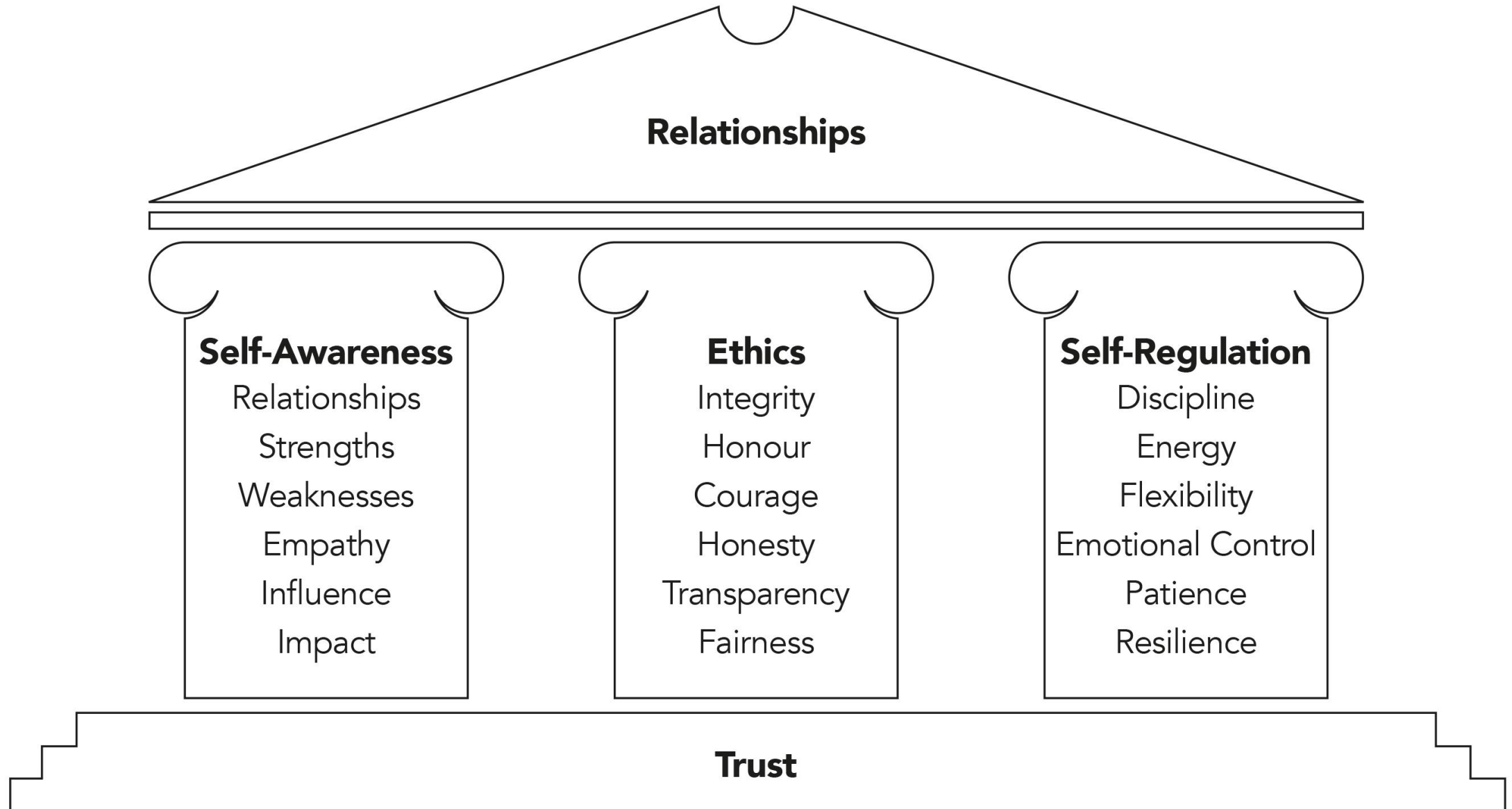
Plan for today's session

- Some info. around Authentic Leadership and what Authentic Leaders do
- Opportunity for you to increase your self (and others) awareness
- For you to identify (and share), some actions that will support you and your teams

What is Authentic Leadership?

Authentic Leadership links who you are as a person, the sum total of your experience, your personality, your beliefs and your values, with how you lead and manage.

3 Pillars Model of Authentic Leadership



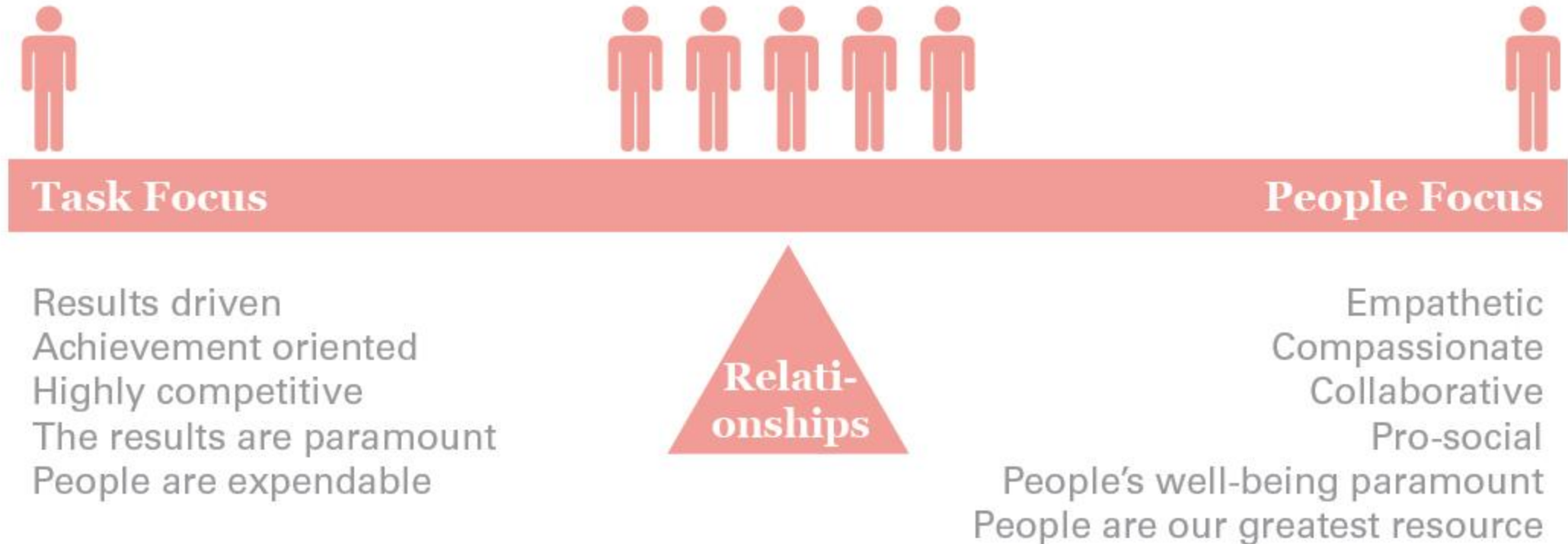
Live Question. *Which describes you best?*

3 options to answer: only pick one

- I'm more comfortable focusing on tasks, processes and activities
- I'm very comfortable focusing on people and their needs and feelings at this time
- I'm equally as comfortable dealing with issues of performance and productivity as I am supporting my team and their emotional needs during this lockdown crisis

Authentic Leadership – Increasing your Self-Awareness

People vs Task Focus



Gallup Research

What do followers want from their leaders?

(based on 10K followers, asked in 2013)



Followers want to feel that they can **TRUST** you. Trust is the number 1 output of an emotionally intelligent and authentic leadership style.



COMPASSION. If your staff and colleagues don't feel that you truly care about them, you're not going to get the best out of them. Worse, they may end up not caring very much about you, or your objectives, either.



It turns out that followers need **STABILITY.** Even in times of uncertainty or change, you can create a 'safe space' for your team by making sure that your leadership style engenders these other 3 elements of Trust, Compassion and...



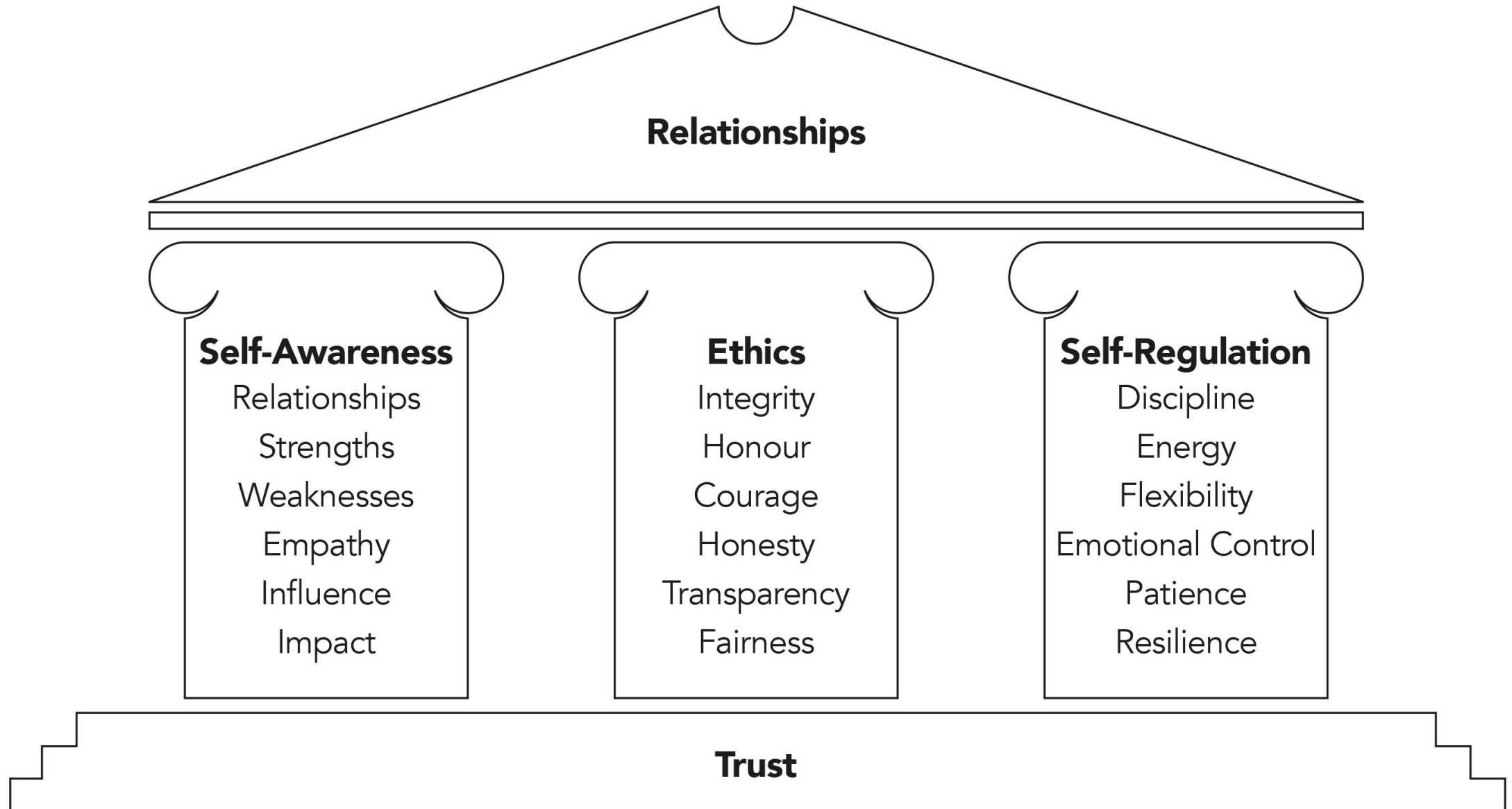
HOPE. As a leader, you set the tone. The climate you create within your team and your part of the organization.

Live Question. Of these 4 things, which do you think has become the most important in our world today?

4 options to answer: pick one

- Trust
- Compassion
- Stability
- Hope

3 Pillars Model of Authentic Leadership



How to become a more Authentic Leader



Become more self aware. Learn much more about yourself and others so you can motivate, influence and support people to be the best version of themselves.



Be the best version of yourself more of the time. Learn to manage your emotions more effectively. Put your ego away and become a role model for your team and colleagues.



Have courage! The courage to have integrity while being kind. The courage to do the right thing for the people you work with while also driving performance.

Authentic Leadership 360

What would your Authentic Leadership scores be?

- Would your estimates be similar to what your teams and colleagues think?
- Would open and honest feedback be useful to you?
- If you would like to complete the AL360, please contact me directly

Personal Actions

What one thing can you do:

- That would make you feel better every day?
- To support your team – either daily or once a week?
- For your friends or family that would help them?

Thank you for showing up,
for sharing and for being the
leader that you are.

Being yourself is enough.

Please keep yourself and
your loved ones safe and
well.

Dr Fiona Beddoes-Jones

Fiona.bj@cognitivefitness.co.uk

VIRTUAL  EVENT

NEW WAYS OF WORKING



7 MAY 2020