



# MY LEADERSHIP APPROACH



## COMMUNICATION



- Clear rules for engagement, negotiated with the team
- Establish for each communication: What is the purpose?
- Establish and keep checking in that we are all working towards the same goal
- Everyone has their own reality, find the overlaps and differences
- If communication is not possible, agree on a distress signal



## TRAUMA INFORMED APPROACH

Everyone's experience is valid!

Listen before you speak!

It is okay to hold different perspectives.

It is okay to have different experiences.

Be a safe person:

- Unconditional positive regard
- No judgement
- Beware of your assumptions
- Be kind to yourself and the other
- Learn to have difficult conversations

## SHARE, SHARE

Share early and often  
Transparency is key

- processes
- ideas

## AND SHOW YOU CARE

Acknowledge individual contributions

Say Thank You



## DON'T WAIT FOR PERMISSION



- But ask for feedback
- Jump in
- Contribute
- Share with the team
- Learn to ask for help
- Beware of gatekeeping
- Low power distance



## BE GRATEFUL



- Mistakes are going to happen, accept them as opportunity for learning. Show how you have learned.
- Be grateful for your strength and work with your weaknesses.
- Show yourself unconditional positive regard.



## DON'T FORGET TO BREATHE

Communicate need for space and rest.

Acknowledge and keep healthy boundaries.