



Connected Leadership



What does it mean to be a connected leader and how can you do it?

Human connection in the workplace means having genuine, transparent, and comfortable relationships that enable understanding, trust and communication. As a leader, the more connected you are to your team, the more effective your leadership will be.

So how can you improve your connection with your team? Try these tips:

✔ **Consciously make time.**

It doesn't have to be a long time or a formal event! The trick is to have small regular connection points. Depending on your work environment you might have a regular WIP catch-up times, whereas some workplaces lend themselves to spontaneous conversations (like on the trip to a client job). Either way, be conscious of making time to connect. Sometimes changing a meeting to a more casual place, like a coffee shop lends itself to some time for casual connection.

✔ **Flip your 'open door' policy.**

Make the move first. Get up from your desk, walk out your 'open door' and go and start a conversation with your team members. In theory it sounds good to say 'come to me anytime' to your team but in reality, many team members don't feel comfortable reaching out to a leader they have never really had a connection with!

✔ **Reach out every day.**

Ask yourself, what small step can I take today to show or increase support for someone in my team? EG: Go to a meeting with them

simply for interest/support, introduce them to someone helpful, share a helpful idea. Ask them how you can help them or support them so they can achieve the goals you have set for them.

✔ **Notice them and show appreciation.**

Say "Thank you - great job today", acknowledge milestones like the end of a project, celebrate, compliment them on a skill or job well done.

✔ **Be interested in what they are doing.**

Ask them to talk you through how they achieved a recent success, ask their opinion on something, ask them how a recent client meeting went. Just listen.

✔ **Ask yourself (and your team)**

"What can I do to reduce stress for you?"

Make practical changes, intervene where there are strained relationships, arrange up-skilling or coaching. Unless you ask, you might never know what's bugging them until it's too late.

✔ **Let them know you.**

Share your own experiences, a professional struggle, a win, a failure, a learning. Connection is a two-way street. Be honest and human!

➔ **[Luemo members can read this article in full on the Member Resource Portal.](#)**

Good or bad oil?

We hear a lot about bad fats and good oils. We need good oils in our body but some oils/fats are very damaging and can cause chronic health issues. Which ones are which?

Best oils for your health: Olive, flaxseed, avocado, walnut, sesame, grapeseed

Not so good: Avoid hydrogenated oils (they usually contain trans fats) and palm oil, both of which are mostly found in processed foods. Coconut oil is controversial and while it has some good properties, the very high saturated fat content means moderate your usage!

Transactional or transformational leadership?

Transactional and transformational leadership are two contrasting 'styles' of leadership. The differing styles are suited to differing situations and leaders are wise to understand the two.

Transactional leadership is a leadership style that emphasises rewards and punishments to motivate employees to achieve specific goals. For example, an employee is required to pick a crate of fruit for a fixed payment. The motivation is the reward. This style can work in workplaces where tasks are clearly structured, simple and the status quo is not to be challenged eg: assembling furniture, processing a sale.

In contrast, transformational leadership is based around inspiring employees so that they are stimulated, self-motivated, and feel personally invested in their work.

This style of leadership is very helpful in less structured environments where employees need to be independent, use their initiative, be creative and handle ambiguous or new challenges.

This style is arguably more sophisticated and a more desired contemporary approach.

Have you seen these two styles in your workplace which one would you prefer?

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