



Resilient Leadership

LUEMO
WORKPLACE WELLBEING

A question we often hear from leaders is “how can I make my team more resilient?”. Well, one of the best ways to encourage resilient behaviours in teams is for leaders to practice resilient leadership!

Resilient leadership is about choosing positive and productive behaviours during challenging times and maintaining a growth mindset. Resilient leaders will still experience hard times, setbacks and failures, however, resilient leaders choose to use positive behaviours and a growth mindset to work through challenges and arrive at good outcomes - often becoming even stronger through the experience.

Here are some examples of resilient leadership behaviours and mindset choices, compared to weak leadership choices:

When a resilient leader is faced with a problem they...

- ✓ Acknowledge the problem; talk about the challenge.
- ✓ Reach out for help; ask for input; seek insight from various sources.
- ✓ Sustain energy and clarity through good eating, sleeping and exercise habits.
- ✓ Remain open minded; look for new solutions in new places; try new things; let go of old habits.
- ✓ Take responsibility; strive to build new skills to address the problem.
- ✓ Focus on overarching purpose and positive plans; put a boundary around a failure and not let it define them or the team.
- ✓ Stop to appreciate wins, talents, and resources of the team; make time to celebrate.

When a weak leader is faced with a problem they...

- ✓ Ignore or hide the problem.
- ✓ Become stuck; go into a cave; think they have to have all the answers.
- ✓ Don't pay attention to their basic health and tend to engage in negative coping strategies that spiral out of control eg: drink too much.
- ✓ Reject change; cling to outdated practices; become bureaucratic and very risk adverse.
- ✓ Wash their hands of responsibility; get angry; blame others.
- ✓ 'React' and make poor choices rather than 'thinking'; assume a problem or challenge is all pervasive; accept that doom is inevitable.
- ✓ Do not practice gratitude; only focus on weak points; are cynical and negative.

Which leader would you rather be? Who would you rather work for?

➔ [Luemo members can read more about leadership on the exclusive Luemo Member Resource Centre](#)



Responding vs Reacting

Resilient leaders are thoughtful responders rather than auto pilot reactors. Resilient leaders practice calm and intentional ways of dealing with challenge or crisis, ultimately leading to more effective and

productive outcomes. When reactionary leaders are faced with a problem they tend to act without thought and in a way that is based on their immediate emotion about a problem. For example, a reactionary manager might feel the panic emotion when they hear that they are short staffed for the day and react by cancelling a planned training session for the team. Conversely, a thoughtful resilient leader may respond by reviewing the day's work, asking around for additional resources, rescheduling some work and considering the longer-term consequences of the team missing an important training session. Ultimately, the thoughtful response leads to better option generation and strategic decision making. Do you see these differences in leadership style in your workplace?

Did you know...?

A survey* of more than 230 HR leaders revealed that 90% believe that to succeed in today's work environment, leaders must focus on the human aspects of leadership. Yet, another survey* of nearly 3,400 employees, found that just 29% reported that their leader is a human leader. Does this research surprise you? Do leaders in your workplace focus on the human aspects of leadership?

*Gartner Inc surveys conducted in March 2022



Connected leaders

Being connected to your team is the key to good leadership and achievement of the required business outcomes. Connected leaders have loyal teams that are motivated and inspired to achieve their work goals. So how do you become a leader that is well connected? The good news is that there are key actions that leaders can learn to grow and

maintain their team connectedness. Why not join the Luemo Glo Leadership Coaching Program and learn these techniques? Sessions are available in a personal coaching format or in bite size micro coaching sessions delivered virtually and by video. **Get in touch to discuss your format options 1300 284 198.**