

Working Remotely: Tip of the Week January 19, 2021

Resolve to Be a Radically Human Leader

Let's resolve in 2021—whether we lead a team of 5 or 50—to provide opportunity for others: the gateway for each of us to discover our potential. Leadership is all about inspiring others to believe and enabling that belief to become reality. However, this requires a shift in mindset because for most people it's simply not human nature to focus first on developing others. Yet that's exactly what we need to do. We need a radically human approach to leadership:

- **It starts with you.** Awareness awakens. Before we do anything else, look in the mirror at our values, motivations, strengths, and blind spots. By knowing ourselves we can manage ourselves first, so we can positively impact others. We aren't solo performers. We work with and through others. **Quite simply, our success is measured in what others achieve.**
- **Purpose.** Create a sense of purpose for 2021—an overarching “why” that will take us to a new beginning. Purpose always precedes the first step.
- **Empathy.** Given all that people have gone through in 2020, empathy rules the day. It's all about meeting others where they are, to understand their experience. The more empathetic we are, the more we broaden our view and see beyond our own perspective—through the lens of others.
- **Empower.** 2021 is the big reset. Change must bubble up from within the organization, not merely cascade down—because the next few years we'll see more change and we must be empowered to think. “As the leader, don't tell people what to do—instead, assist them to think.”
- **Collective genius.** It's been said that the strength of a team is each individual member—and the strength of each individual member is the team. When teams are inclusive, and differences are not just tolerated but celebrated, they become more creative and innovative—and collective genius is born
- **Shepherd.** We need to make sure we don't lose anyone. Think shepherd: occasionally in front, sometimes beside, but mostly behind guiding the overall direction. Own the moment. When most people think about accountability, they immediately think about how accountable others are to them. But first, we need to examine how accountable we are to ourselves—for who we are and how we act. If we want to know how we're doing, we only need to count the number of times we say, “I'm sorry”—in all its forms, including “That's on me,” “That was the wrong call,” and “You were right.” That's how we truly own the moment.
- **Be the message.** Throughout 2020, we just tried to help people get through—now it's time to inspire—and it's best done with stories. As Peter Guber, the Academy Award-winning producer and co-owner of four professional sports teams, said, “Leadership is storytelling in a way that becomes memorable and actionable.” And the leader IS the message.

As radically human leaders, we enable others to exceed their potential and, in doing so, we all will collectively rise.

Today's Tip is drawn from an email from Gary Burnison, the CEO of Korn-Ferry. For more Tips on working remotely, please visit <https://bit.ly/mc-remote-working-e> and watch for the next tip on February 1, 2021.

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