

Graceful Guide to Leading with Grace

A fundamental tenet of leadership is responsibility for others. Leaders provide direction and then help people arrive at the destination. As such leaders must exemplify behaviors that encourage followership. Chief among them is setting the right example, that is, “leading with grace.” Here are some suggestions.

- **Share the Vision.** Communicate the purpose of your organization – the why and what you and your people do.
- **Work the Mission.** Exemplify what it means to do the work by keeping yourself in the loop about what’s happening.
- **Live the Values.** Be the first to set the example by holding yourself accountable for living the values of your culture.
- **Reflect on what you do and why regularly.** Engage in conversations with trusted colleagues about important issues.
- **Invite feedback from those who report to you.** Make it safe for them to give you the “straight talk.”
- **Maintain composure when things get hot.** Lowering your voice demonstrates self-control.
- **Avoid zero-sum “victories.”** We win, you lose is a recipe for division. Leaders must unite, not divide.
- **Seek comity.** Make it known that you expect people to cooperate and collaborate with each other.
- **Strive for patience.** Learn to listen before you speak. Encourage the same behavior in others.
- **Celebrate diversity.** Make inclusion of different points of view a hallmark of your leadership.
- **Enjoy what you do.** Strive to bring a positive attitude to the workplace.