

MODERN
LEADERS

UPGRADE YOUR HYBRID LEADERSHIP & BUILD A PSYCHOLOGICALLY SAFE TEAM



C

Shared understanding of crystal-clear expectations to achieve collective goals.

Bias: Primacy & Recency + Illusion of Agreement

Remember: Drawing Conclusions



vs.



Best Practice: Ensure a shared understanding of *what* success looks like with your team. Can your team summarize your expectations?

Action: Clarify more, assume less.

Shift: **TEAMS** strategize and create the vision.

Bias: Default Equality Bias

Remember: Finding Balance

How would you divide your ONE HOUR?				
Take: 50 min	Take: 40 min	Take: 30 min	Take: 20 min	Take: 10 min
Let: 10 min	Let: 20 min	Let: 30 min	Let: 40 min	Let: 50 min

Best Practice: Provide resources, especially time, *fairly*. Provide time for questions.

Action: Be fair, not equal.

Shift: Treat others how **THEY** want to be treated.

E

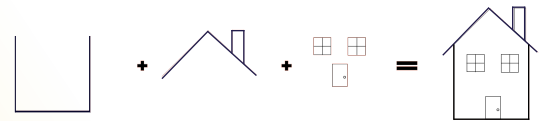
Proportionately providing resources & attention to those who need it the most.

Trusting your team to do what needs to get done on their own terms.

A

Bias: Anchoring Bias

Remember: Illustrating the Point



Best Practice: Empower your team to come up with the *how*. Provide boundaries and constraints.

Action: Their way, not your way.

Shift: **LEADERS** create leaders.

Bias: Empathy Gap

Remember: Speed Dating

Active Listening

- Fact and feeling based listening
- Empathy
- Leads to compassion and caring
- Restate what the person is saying

Don't think about your response while they are talking.

Best Practice: Get to know your people on a human level with *active* listening. More non-work talk.

Action: Be curious, not distant.

Shift: **PEOPLE** over profit.

Demonstrating CARE by connecting with your team on a human level.

R



10 Best Practices to C.A.R.E.

1. Have a **growth mindset**. Not only for yourself but for your team as well.
2. Provide **crystal clear expectations**. There should be no ambiguity to what needs to get done and when.
3. Ensure you have **obtained everyone's commitment**. They should be able to summarize what success looks like.
4. **Primacy & Recency**. Provide the WIIFM first and the Call to Action last for maximum retention.
5. Create a regular **check-in schedule**. This might look different for each individual.
6. Provide some **boundaries** and constraints but don't tell team members **how** to get it done.
7. **Video conference** > Call > Email. It helps retain learning by upwards of 200% comparatively.
8. Not being in-person allows for a lot of distractions...**Actively listen** to your employees.
9. Create a **virtual watercooler** and get to know your people on a more human level.
10. **Create an OCP**. Open Calendar Policy to answer questions and be there for your team.



DX Learning Solutions is founded on the radical belief that self-awareness and people-first thinking are the building blocks of transformative leadership. Our programs bring together neuroscience and learning-by-doing to inspire self-improvement, showing you and your teams how to break from the bad and learn to lead by looking out for your people.

**Contact us today
to learn more.**

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