

RELATIONSHIP-BASED LEADERSHIP: LEADING FROM A PLACE OF PRINCIPLE, PASSION & PURPOSE

NONPROFIT DAY – OCTOBER 18, 2018

WWW.NONPROFITDAY2018.ORG

Presented by Lisa Brown Alexander



RELATIONSHIP-BASED LEADERSHIP

PART I – *WHAT IS IT & HOW DO YOU LIVE IT*

RELATIONSHIP- BASED LEADERSHIP

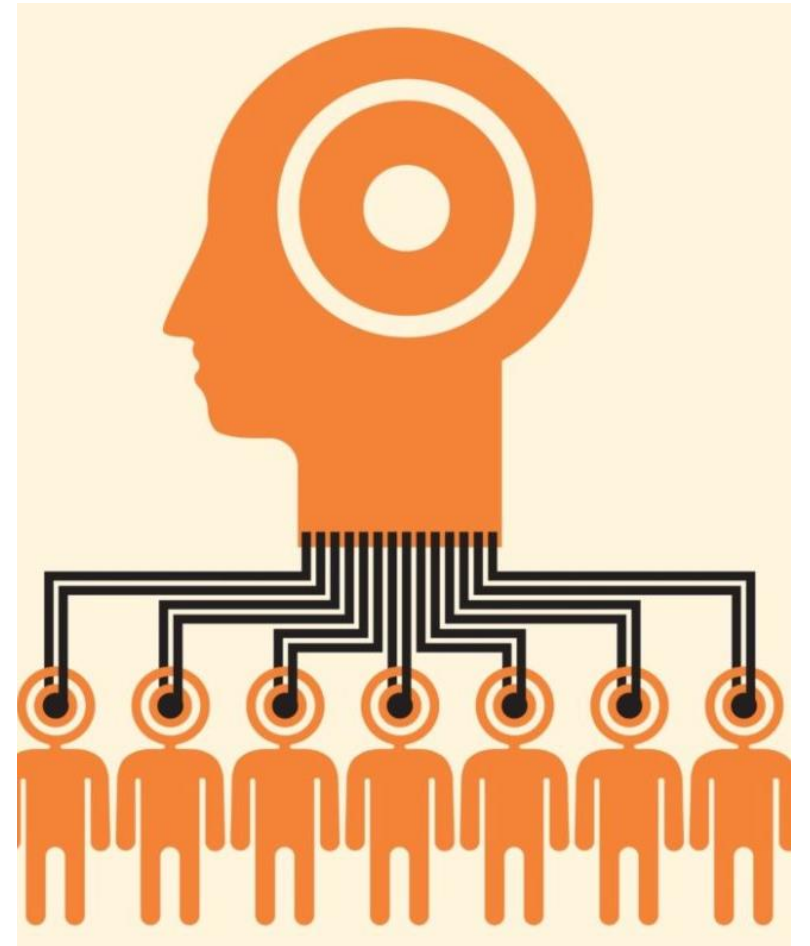
- What is leadership?



RELATIONSHIP-BASED LEADERSHIP

Relationship-based Leadership **Defined**

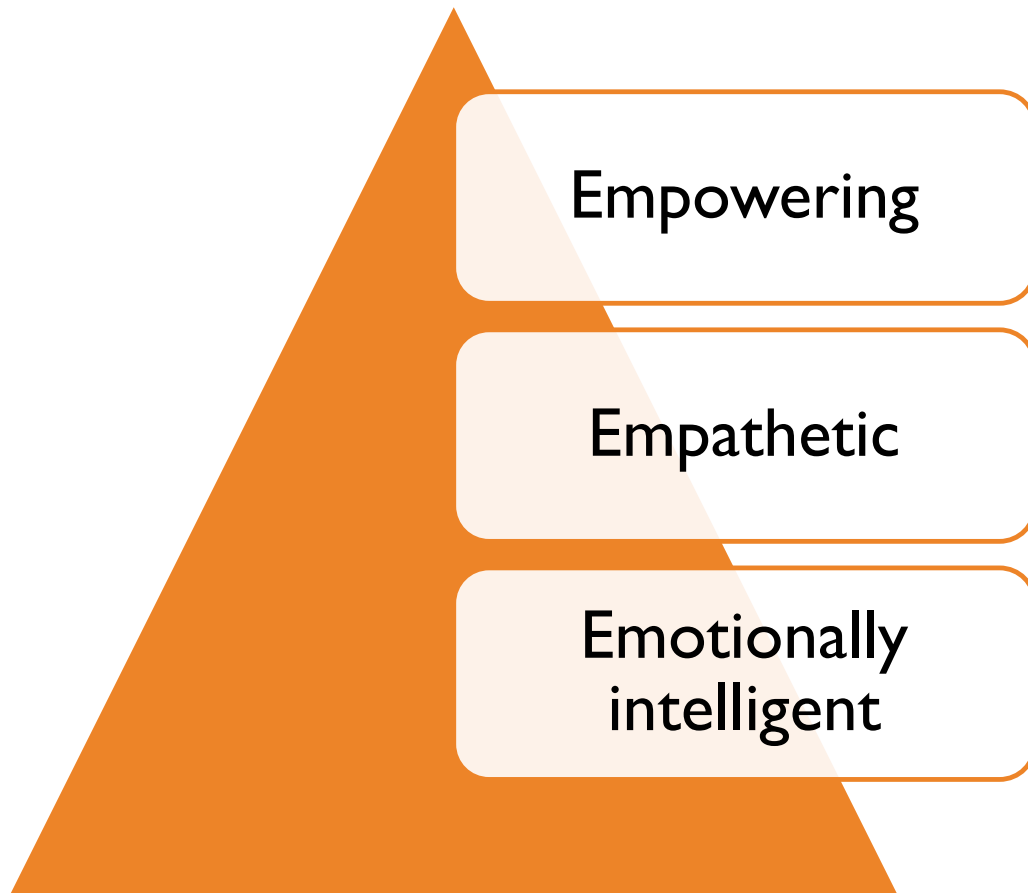
Relationship-based leaders **empower** others and consider **empathy** and **emotional intelligence** essential to creating strong, productive teams. These leaders view decision-making through a relationship-focused lens vs. a power or title-based perspective.



RELATIONSHIP-BASED LEADERSHIP

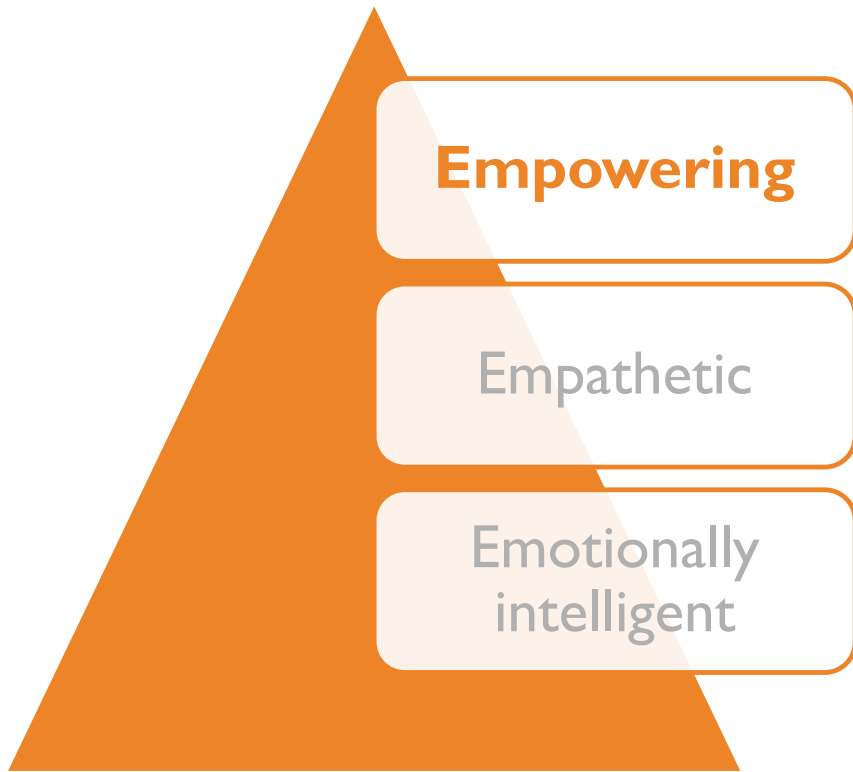
| Power/Title-based Leaders | Relationship-based Leaders |
|---|---|
| <ul style="list-style-type: none">▪ Often seen as objective decision-makers | <ul style="list-style-type: none">▪ Effective at demonstrating empathy, patience and tolerance |
| <ul style="list-style-type: none">▪ Take analytical approaches to problem-solving to find fair, rational solutions | <ul style="list-style-type: none">▪ Approach decision-making subjectively, using personal values as a guide and examining how each option will impact others |
| <ul style="list-style-type: none">▪ Often excel at making logical decisions | <ul style="list-style-type: none">▪ Strive for harmony among their employees and work to build consensus and trust |
| <ul style="list-style-type: none">▪ Work tirelessly to implement and analyze the results | <ul style="list-style-type: none">▪ Admit when they're wrong and seek constructive criticism |
| <ul style="list-style-type: none">▪ Can come across as overly critical and may not realize when their questions or decisions alienate others. | <ul style="list-style-type: none">▪ Are adept at listening and forging personal connections; can sometimes appear too concerned about what others think or too weak to make tough decisions |

RELATIONSHIP-BASED LEADERSHIP



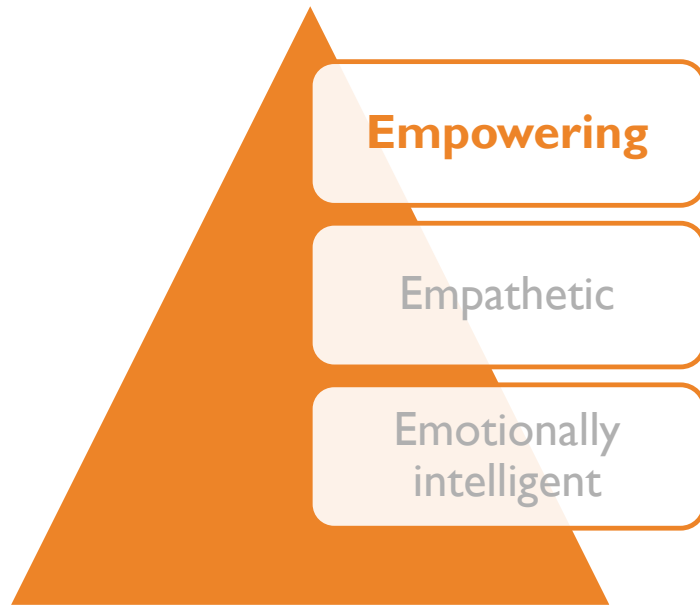
3 Key Traits of
Relationship-based
Leaders

RELATIONSHIP-BASED LEADERSHIP



What does it mean to be an **empowering** leader?

RELATIONSHIP-BASED LEADERSHIP



6 Ways to **Empower** Those You Lead

1. Give voice to employee perspectives; actively encourage feedback
2. Cultivate Executive Mentality
3. Present new challenges and opportunities
4. Play to strengths
5. Foster and support flexibility
6. Don't babysit (micromanage)

RELATIONSHIP-BASED LEADERSHIP



Empowering

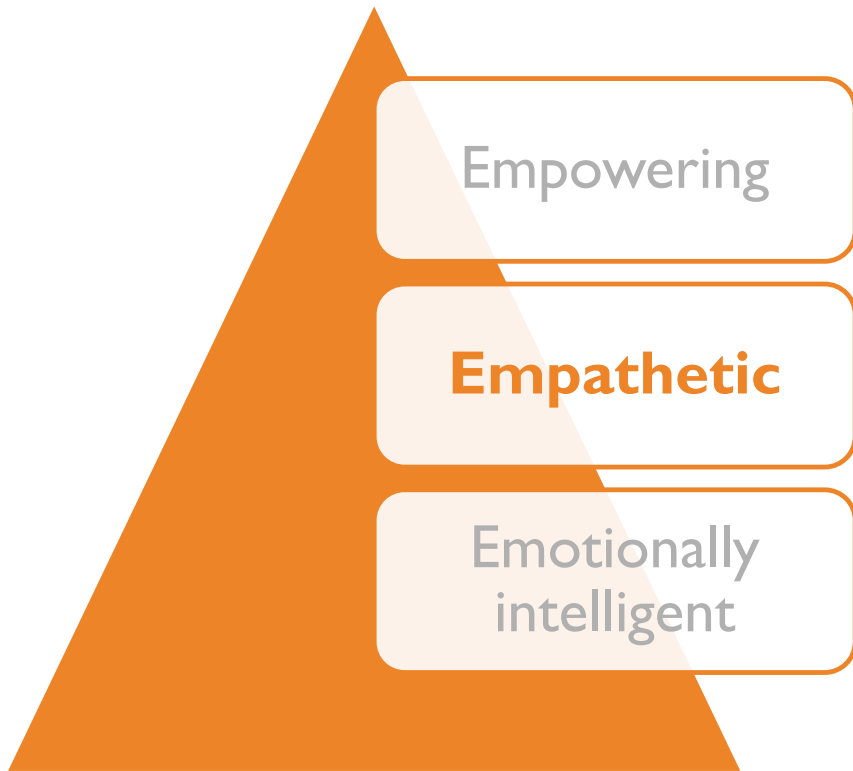
Empathetic

Emotionally
intelligent

“True leadership is about empowering others to achieve things they didn’t think possible. **Exceptional organizations prioritize the well-being of their people** and, in return, their people give everything they’ve got to protect and advance the well-being of one another and the organization.”

Simon Sinek, Author

RELATIONSHIP-BASED LEADERSHIP



What does it mean to be an **empathetic** leader?

RELATIONSHIP-BASED LEADERSHIP



Empowering

Empathetic

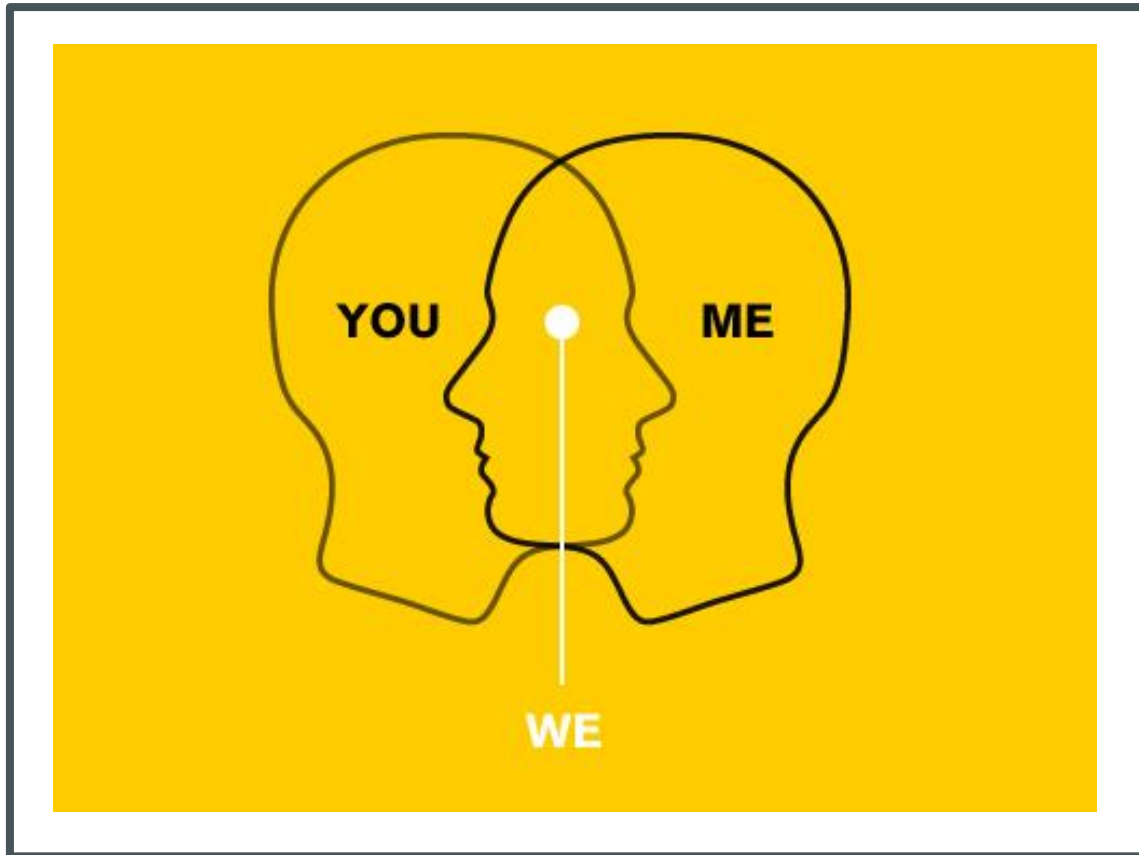
Emotionally
intelligent

Empathy is

the ability to identify and understand another's situation, feelings and motives. It's our capacity to recognize the concerns other people have.

https://www.mindtools.com/pages/article/newLDR_75.htm

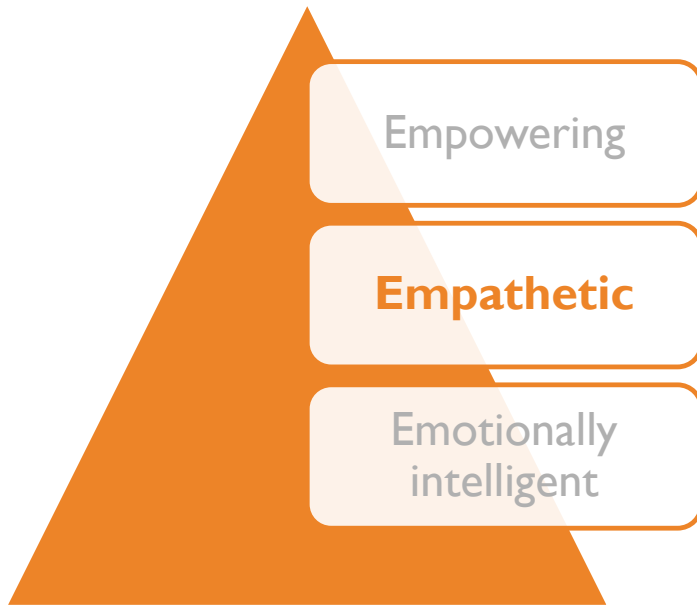
RELATIONSHIP-BASED LEADERSHIP



“**Empathy** has surfaced in recent research as the most important of five qualities that define successful leaders in today’s digital and global economy.”

<https://www.councilofnonprofits.org/thought-leadership/leading-empathy>

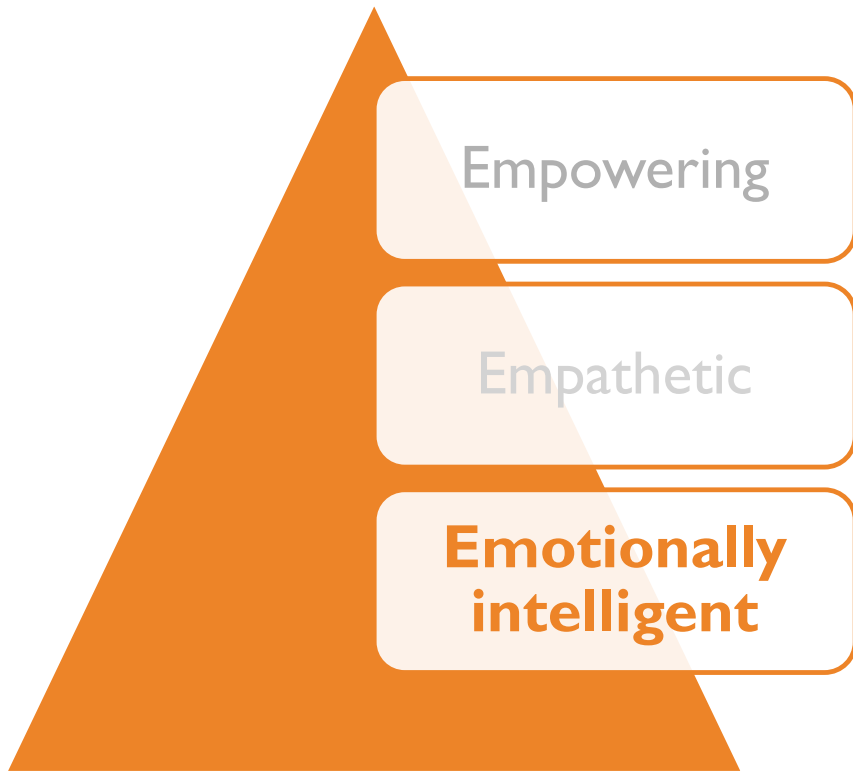
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4 Ways to Demonstrate **Empathy** For Those You Lead

1. Talk about empathy; teach it; actively seek to demonstrate it
2. Practice and teach active listening skills
3. Encourage genuine perspective taking
4. Cultivate compassion

RELATIONSHIP-BASED LEADERSHIP



What does it mean to be an **emotionally intelligent** leader?

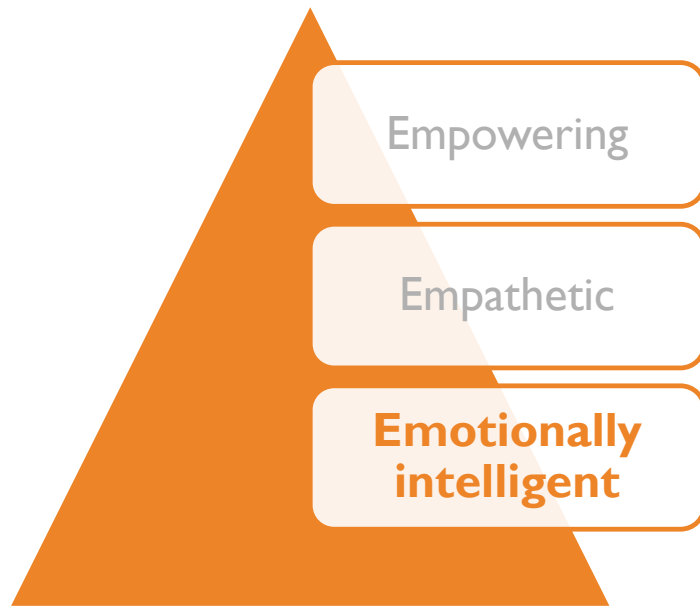
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“**Emotional intelligence** (or EI) is the ability to understand and manage your own emotions, and those of the people around you. People with a high degree of emotional intelligence know what they're feeling, what their emotions mean, and how these emotions can affect other people.”

https://www.mindtools.com/pages/article/newLDR_45.htm

RELATIONSHIP-BASED LEADERSHIP



5 Key Elements of **Emotional Intelligence**

- Self-awareness - the ability to recognize one's own emotions, strengths, weaknesses, values and drivers and understanding their impact on others
- Self-regulation - discipline
- Empathy - the ability to put yourself in someone else's shoes
- Relationship management - the ability to communicate effectively and properly manage relationships in order to move a team of people in a desired direction
- Effective communication – observe, listen, respond

RELATIONSHIP-BASED LEADERSHIP

Advantages of Relationship-based Leadership

- Employees are generally more loyal to organizations and leaders they like/have relationships with
- Engenders care and concern for how the work environment impacts others
- Fosters stronger sense of unity/collaboration
- Stimulates and supports productivity and engagement
- Supports a culture of transparency and trust.

INTEGRATING RELATIONSHIP- BASED LEADERSHIP PRINCIPLES INTO YOUR ORGANIZATION'S CULTURE

PART II – *RELATIONSHIP-BASED LEADERSHIP IN ACTION*

RELATIONSHIP-BASED LEADERSHIP **IN ACTION**

Discussion Question #1:

If you had to rate your organization's principles, passion, and purpose on a scale of 1 to 10, how would you rate it and why?

RELATIONSHIP-BASED LEADERSHIP **IN ACTION**

Discussion Question #2:

Is your organization's culture ready for relationship-based leadership?

RELATIONSHIP-BASED LEADERSHIP **IN ACTION**

10 Key Steps to Foster a Culture of Purpose, Passion & Principle

1. Communicate a clear and compelling vision.
2. Know your organization's culture and "trust quotient."
3. Create and communicate a culture of purpose.
4. Let passion live.
5. Collaborate on strategic decision-making.
6. Balance empathy with strong decision-making.
7. Don't mistake silence for agreement.
8. Open yourself to different viewpoints.
9. Champion employee engagement and development.
10. Regularly measure and communicate progress toward vision and goals.

RELATIONSHIP-BASED LEADERSHIP

- Q&A



**STRENGTHEN YOUR PEOPLE.
ACHIEVE YOUR MISSION.**

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