



Authentic Leadership

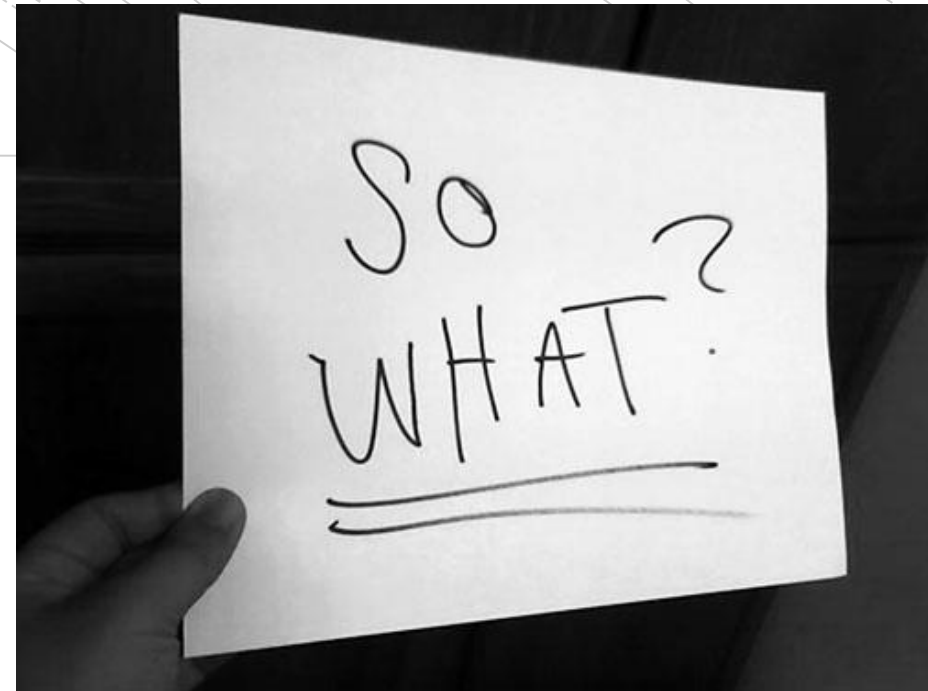
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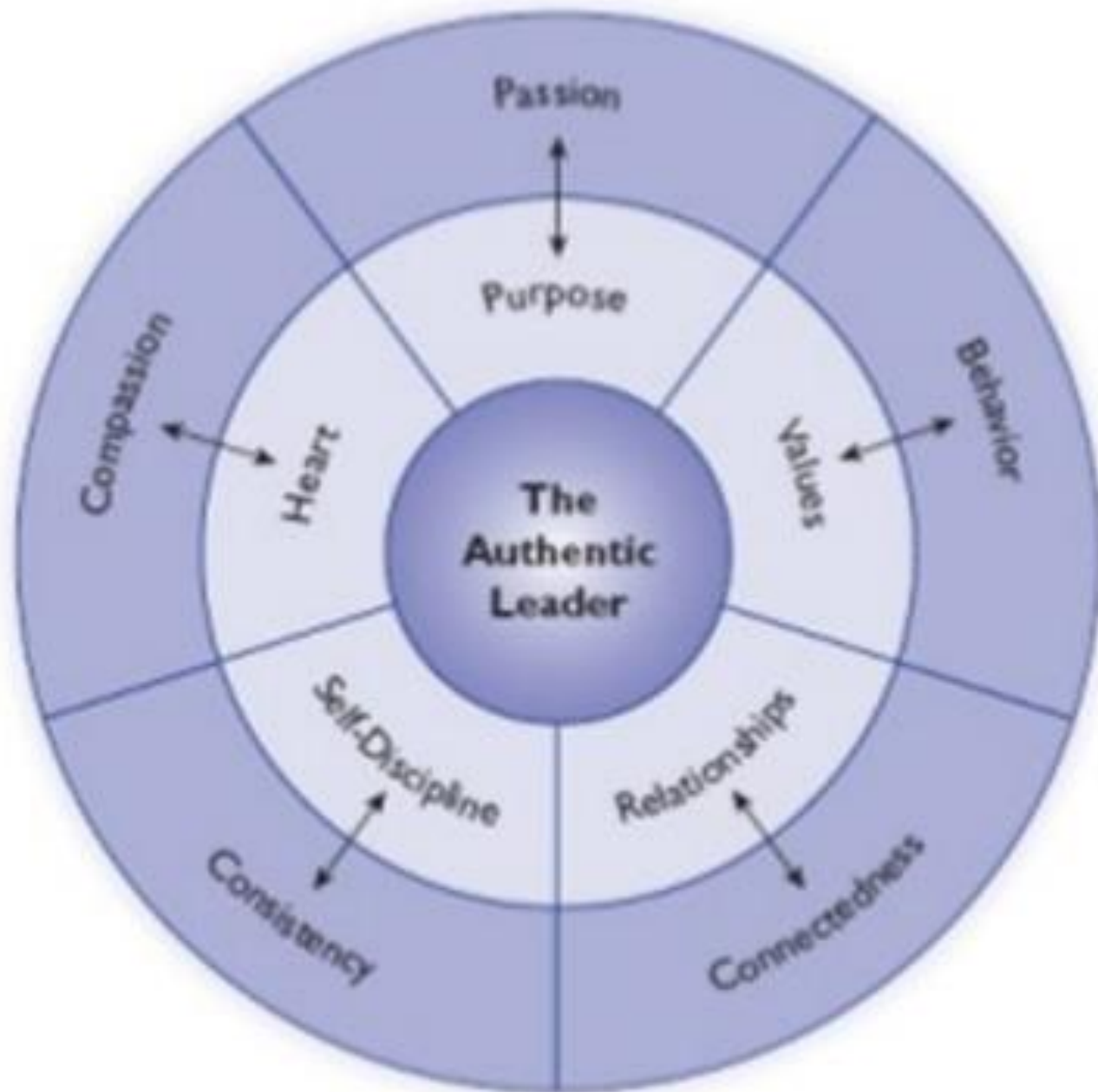
Followership



The Overlooked Link in the Leadership Process



Why does this matter?.....
Leadership +Authenticity+ Followership= Success



Bill George's
Authentic
Leadership Model

1. Purpose leads to Passion

They know what they stand for & they believe in what they are doing.

Passion is infectious and in turn sparks passion in followers



The remote work relevancy: people working on their own right now need inspiration and passion to get them through these days. This will help increase engagement and motivation levels in the uncertain times ahead.

2. Values leads to Behaviors

Authentic leaders always act in line with their values and never compromise on them. Values remain the same no matter where you work. When your leader has similar values to you, you feel in synch and trust flourishes.



The remote work relevancy: Even though the work environment may have changed, your values should remain the same. If the values and behaviours change, this is seen by the teams often resulting in dis-trust and ultimately disengagement.

3. Relationships leads to Connectedness

Authentic leaders build relationships
wherever they go- building referent power



The remote work relevancy: In order to avoid professional isolation, people must feel connected to the organisation and the vehicle for this is through the leaders. If people feel connected to leaders, they feel connected to the organisation

4. Self-discipline leads to consistency

Self-determination, focus and goal setting. Coupled with No. 1 Passion the combination is magical. The ability to keep on ploughing ahead in the face of adversity, uncertainty and stress

The remote work relevancy: Self-discipline and consistency is essential when remote working on your own.

Teams tend to emulate this behaviour when they watch leaders instilling this. When people see leaders respond to uncertain situations in a calm and consistent manner it promotes a calmness within the team

5. Heart leads to Empathy

Leaders caring and having empathy and showing genuine concern

The remote work relevancy: Being sensitive and compassionate to people's needs at present is key and providing reasonable accommodation. The way leaders treat their people now will be forever etched in their minds and either strengthen or break the psychological contract in the long-term



In Summary

We need to ensure we are sense checking our authenticity as leaders in order to create true followership in our teams and to protect and preserve our key relationships

Thank You



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STEPS TO SUCCESS

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