

Leadership Skills for Navigating a Complex World

Addressing Team
Dysfunctions

Facilitating Disagreements
and Conflicts

Active Listening

Fostering Collaboration

Articulating a Compelling
Vision

Fostering Inclusiveness

Articulating Goals

Fostering Trust

Building Relationships

Giving Feedback

Change Management

Guiding Innovation Processes

Coaching Individuals

Inspiring and Motivating
Teams

Coaching Teams

Mastering Team Dynamics

Clear Communication

Mentoring Team Members

Creating a Sense of Belonging

Patience

Delegating Responsibility

Posing powerful questions

Emotional Intelligence

Receiving feedback well

Empathy

Strategic Thinking

Facilitating Participatory
Decision-Making

Systems Thinking

Visionary Thinking

Leadership Behaviors That Foster Innovation, Autonomy, and Resilience in Teams

Act as a role model	Focus on growth, outcome and impact
Acknowledge when you don't know something	Foster continuous improvement
Admit your mistakes	Foster feedback culture
Ask rather than tell	Give candid feedback with kindness
Coach individual members	Have faith in team members abilities
Coach the team as a whole	Help the team to remove obstacle
Connect the team with the rest of the organization	Let the team fail
Challenge the team	Listen deeply
Cultivate innovation	Listen more than talk
Delegate responsibility	Manage the environment rather than people
Empower team autonomy	Nurture psychological safety
Encourage risk taking	Pose forward-thinking questions
Encourage the team to take ownership in removing obstacles	Promote a culture of experimentation
Energize the team by telling what is possible	Promote inclusiveness
Ensure that the team has everything they need to succeed	Provide compelling vision
Express your opinion last	Provide guidance
Facilitate intra-team and cross-team collaboration	Provide the intent and context
Facilitate participatory decision-making	Reframe obstacles as opportunities
	Seek feedback
	Support personal growth of team members