

Executive matters

INSIGHTS AND INFORMATION FOR TODAY'S BUSINESS LEADERS

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A Compelling Approach to Leadership

Based on interviews with dozens of leadership pioneers, innovation consultants Dr. Susan Smith Kuczmarksi and Thomas D. Kuczmarksi identified six qualities essential to “peopleship,” a leadership style critical to transforming a disengaged workplace into a compassionately productive work culture.

In their book *Apples Are Square*, the Kuczmarksi's share the six leadership qualities they identified that will cause a major shift from the ever-prevalent “control and compete” leadership style.

The six values are:

Humility. The authors write, “Having humility means viewing oneself as insignificant.” This allows people to let their egos go and care more about others’ viewpoints than about being right.

Compassion. Understanding how others feel is what compassion is about. And a leader who is compassionate is gracious, generous, kind, supportive, and nonjudgmental.

Transparency. Transparency means opening one’s self up, being not only physically but mentally accessible to others. “A transparent person is one who enables his thoughts and deeds to show through,” they write.

Inclusiveness. As a leader, you need to accept and recognize people’s opinions

and perspectives, and establish an environment in which people know they will be listened to, trusted, and valued.

Collaboration. This is about win-win work relationships. “Without them, collaboration is just a word,” write the Kuczmarksi's. Collaboration is about working together to win a common goal.

Values-based Decisiveness. Values should serve as a compass in decision-making, according to the authors. “When values guide the decision-making process, deciding on a course of action is trouble-free and effortless.”

Apples Are Square: Thinking Differently About Leadership is published by Kaplan Publishing.