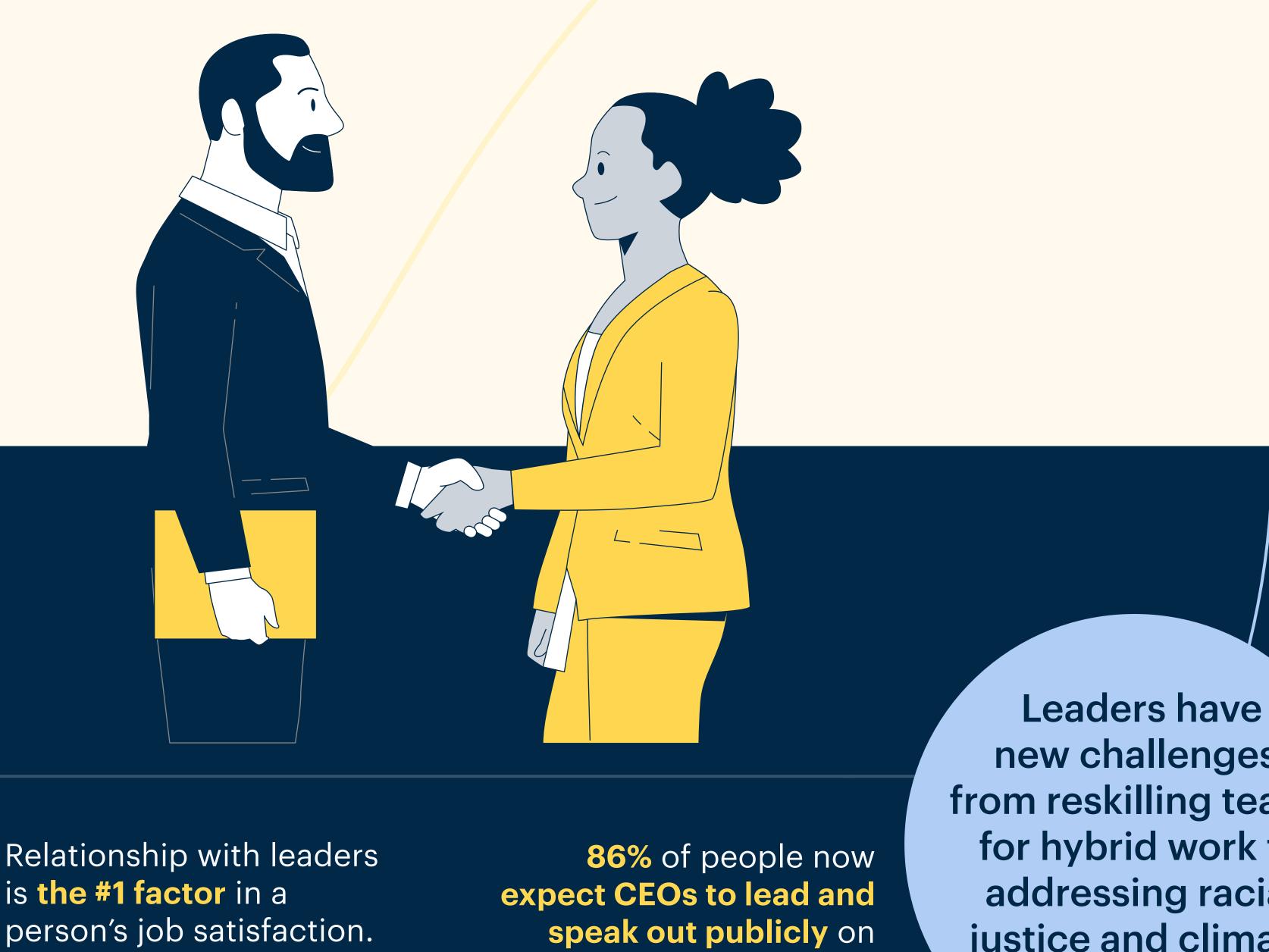




## A New World, A New Kind of Leadership

The world has shifted, and nothing will go back to the way it was. It's imperative for leaders to lead in new ways.



Leaders are the single biggest contributor to how employees experience work, especially post pandemic.

is the #1 factor in a person's job satisfaction. (McKinsey)

societal issues. (Edelman)

new challenges, from reskilling teams for hybrid work to addressing racial justice and climate change.

People are placing higher levels of trust in their employer (76%) and CEO (63%) post the pandemic. (Edelman)

Leaders need to care for employees experiencing grief, anxiety, and uncertainty.

CEOs say their top priority is delivering innovation through an empowered remote workforce. (IBM)

Source: Potential Project

41% of adults have reported symptoms of anxiety or mental health challenges, up from 19% in 2019. (Kaiser Family Foundation).

employees return to offices.

Anxiety is on the rise as

of leadership but in a human way.

What's needed now are leaders who can do the hard things

DOING HARD THINGS IN A **HUMAN WAY** 

hard things that leadership demands? Many think this is a binary choice, but making tough decisions and being human are not mutually exclusive. In truth, they are aligned. There are two key ingredients: WISDOM and COMPASSION.

As a leader, how do you care for your people but still do the

Source: Potential Project



W

C+W

The courage to be transparent with others

and to do what needs to be done, even

when it is uncomfortable.



"In A Human Way"

combined with an intention to support and help.

Care and empathy for another person,

wisdom and compassion.

THE POWER OF

WISDOM + COMPASSION

Our study of 2000+ leaders shows the extraordinary power of

## Employees with leaders who show either wisdom or compassion have net positive experiences.

They enjoy and are engaged with their jobs and are less likely to burn out.

A COMPASSIONATE LEADER

A COMPASSIONATE AND WISE LEADER

A WISE LEADER

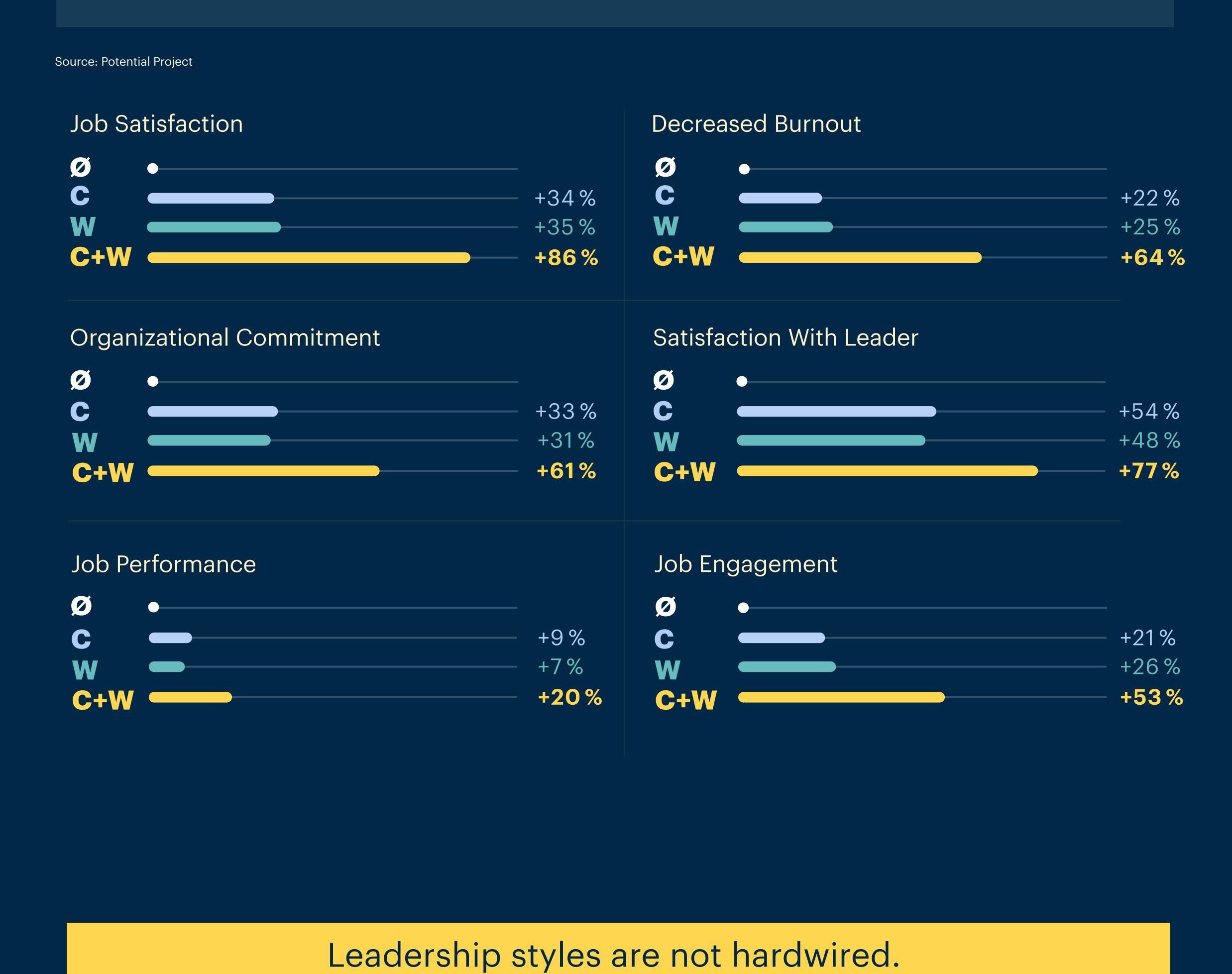
But, when a leader demonstrates both wisdom and compassion, the impact on employee wellness and productivity is exponential.

IMPACT OF A LEADER'S COMPASSION AND WISDOM

A LEADER WITHOUT WISDOM OR COMPASSION (BASELINE)

ON THE EMPLOYEE EXPERIENCE

PERCENT IMPROVEMENT



THE WISE COMPASSION LEADERSHIP MATRIX

Set a goal to lead from the Wise Compassion quadrant.

The right balance of Wise Compassion is best captured by the Leadership Matrix below.

to get hard things done. When tough action is needed, these leaders get it done with

genuine care for people's feelings and wellbeing.

Four quadrants represent four distinct leadership styles. In the Wise Compassion quandrant,

leaders deliver the best results, balancing concern for people with the courage and candor

COMPASSION CARING **WISE** 



**Potential** 

Project