

It starts with you.

Understanding your leadership shadow

Think about your **Leadership Shadow** and how this is being experienced by your direct reports and extended team. Are you casting the shadow you intend? Take 5 minutes to reflect on practical things you could change, further emphasise or start today.



For example, have you communicated what you know and don't know about the change? Can you be **courageous** and share how you are feeling outside your direct reports?

For example, how can you be **creative** and **empower** a team member to act more autonomously on a piece of work to enable you to be more present for your extended team?

What I Say

How I Act

What I Prioritise

How I Measure

For example, are you maintaining regular 1:1 time with your team members? How can you carve out time to **care** for yourself to maintain your energy and focus?

For example, how can you reward those who are making **sustainable** decisions for our new way of working? Are you seeking feedback so that you are accountable?

Seek a trusted advisor to discuss how you are going with what you commit to, or (even better), share your goals with your team.