



## MODERN LEADERSHIP

**If your actions inspire others to dream more, learn more, do more, and become more, you are a leader. - John Quincy Adams**

What are the characteristics of a modern leader, including start-up leaders? Modern leaders coach more and instruct less. They support employees in overcoming difficulties, by creating an environment of trust, where employees are valued and their opinions respected. A modern leader is not only in charge of a team but he/she is also a part of them. Here are key characteristics of a modern leader, according to Harvard Business Review research.

**Positivity & Collaboration** - a modern leader encourages others to grow both personally and professionally. He or she creates an atmosphere of trust and safety, and strengthens a collaborative team spirit. A model leader inspires in both good and bad times, remaining calm and well-grounded even in challenging moments.

**Empathy** - an old so-called "command and control leader" is no longer an attractive model to follow. In contrast, a modern leader builds trust through empathy and compassion, shows her or his true emotions but remains, at the same time, assertive.

**Modesty & Self-Awareness** - is humble and able to admit mistakes, leaving a room for feedback and other's contribution. She or he knows own knowledge gaps and limitations, and has an ability to see arising problems in a broader context.

**Commitment & Respect** - cares about diversity and inclusion at the workplace. She/he is willing to question any inefficient rules and looks for better workplace policies in order to ensure everyone is comfortable and valued.

**Curiosity** - is curious about people, actively listens without judgment and encourages employees to share their views and opinions. She/he values differences, seeing them as a source of innovation.

**Sustainability & Values** - authentically cares about sustainability, i.e. her/his actions are aligned with sustainability principles, which are embedded in a company's DNA. An inclusive leader is also aware that values truly motivate people and keep them engaged.

**Cross-Culturally Sensitivity** - is curious about other cultures, respects other norms and adapts to them considerately, is also capable of working and leading effectively in multicultural teams and various cultural settings.

In a modern approach, the role of a leader is to support employees in their daily tasks, encourage them to grow. Modern and inclusive leaders make people feel secure around themselves, and remain calm and well-grounded even in challenging times. Under such a leadership, and with resilient relationships, individuals with different skills merge into an innovative and strong team. Such a team is a part of a company's decision-making processes, while a modern leader remains a part of the team.

**References:**<https://hbr.org/2019/03/why-inclusive-leaders-are-good-for-organizations-and-how-to-become-one>

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