



23 Leadership Tips for Emotionally Intelligent Leaders

The River Birch Group

Transforming expert professionals into Emotionally intelligent Leaders

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Leadership Tip #1

Embrace uncertainty as long as you maintain realistic expectations.

Uncertainty forces people to become unstuck and propels them to unleash locked-up creativity. Realistic expectations will frame the “wild and crazy” into “innovative and achievable”.



Leadership Tip #2

Emotionally Intelligent Leaders do not DUMP work on people; they SUPPORT delegated work.

Excellent leaders communicate and trust their staff to handle the projects they delegate while providing support as needed.

Don't be the manager who delegates by "dumping" work on their staff with no guidance.

Strong delegators provide guidelines and set expectations for their teams. And occasionally check-in to review the progress.



Leadership Tip #3

Leaders who pay attention gain loyalty and results.

Emotionally Intelligent Leaders intentionally pay attention to positively impact:

- Employee Engagement
- Positive Workplace Culture
- Increased Productivity



Leadership Tip #4

Emotionally Intelligent leaders do not try to control change, we adapt to change.

Change IS exhausting. An article from The Harvard Business Review offers four essential practices to lead teams through change.

1. Admit your discomfort
2. Live the mantra "I am learning ..."
3. Know that all plans will need to be adapted
4. Create rituals to establish normalcy



Leadership Tip #5

Leaders don't need to lead alone.

There is a deep dark secret that leaders don't share – we are making it up as we go along!! AND you don't need to navigate the rough seas on your own. The secret to resolving what seems impossible is to engage your colleagues and team members.



Leadership Tip #6

Listen to your gut to validate your logic.

Emotionally intelligent people learn to integrate emotion into their reasoning process when making decisions to navigate the chaos of life.

Don't discount those "gut" feelings when making important decisions. When you "listen" to what your "gut" tells you, are you confident about your "logical" decision or do you wonder if you could have made the wrong decision?



Leadership Tip #7

Set Priorities and Establish Boundaries

Setting boundaries allows you to prioritize what is important and ignore what is not. People will recognize and respect the boundaries you set.



Leadership Tip #8

Networking is about meeting excellent people who expand your perspective.

Networking is not about your next job or your next client referral. It is about meeting and getting to know excellent people. Emotionally Intelligent leaders, whether an introvert or an extrovert, seek out people to share perspectives.

For those of you who may be nervous to step outside of your comfort level -- simply smile and say hello. The rest is not so hard.



Leadership Tip #9

Emotionally Intelligent Leaders listen to what people are NOT saying.

People don't intentionally lie; they simply don't provide all the details. When you're in a meeting where people gloss over details, redirect the conversation, or do not offer direct eye contact, it is time for you to probe a little deeper to discover what it is they do not want you to know.



Leadership Tip #10

Emotionally Intelligent Leaders help their teams focus on what is important and ignore what is not.

How often do you hear people describe others as “not being able to see the forest through the trees” or “in the weeds”?

The challenge becomes how to redirect people from the trees, the weeds, and the clutter.

Empathy, Acknowledgement, and Respect are strong tools to get your teams out of the weeds and focus on what is important.



Leadership Tip #11

Acknowledging and respecting your real self is the key to unlocking your best and creative potential.

Is your true self a stranger or a colleague to you?
Are you projecting your true self to those around you – professionally and personally?

One of the toughest lessons I have learned and relearned is when I try to act like someone else, I fail. When I step back and embrace my strengths, I bring out my best self.



Leadership Tip #12

Emotionally Intelligent Leaders pay attention to learned lessons to ensure no blame and lots of gain.

Reviewing lessons learned is not a space for blame or punishment. It is a space to recognize what happened, forgive who may have erred, and explore what can be done to prevent it or mitigate the result when a similar situation arises again.



Leadership Tip #13

Emotionally Intelligent Leaders lead with intention to share and discover.

Emotionally Intelligent leaders are not respected because they have a title. They gain respect when they act with the intention of helping people be the best they can be.



Leadership Tip #14

It is never too late to RE-connect.

Have you lost touch with a fabulous teammate and don't reach out because you think too much time has passed? It hasn't, and they will be glad you did. Re-connecting is a chance to remind people that you value them and care about the relationship you built.



Leadership Tip #15

Employee engagement is a key performance indicator for strong leaders.

Employee engagement is identified as one of the top barriers that prevent business growth.

What can an Emotionally Intelligent leader do to encourage employee engagement?

The answer is simple: Pay Attention – people will tell you how to best engage them.



Leadership Tip #16

Give people your full attention and they will never forget you or the gift you shared.

Someone commented on a celebrity's ability to make friends with just about everyone he met:

“He looked you in the eye and gave you his full attention. It was as if you were the only person in the room.”



Leadership Tip #17

It is Okay to Not Know an Answer.

What happens when a subject matter expert (SME) doesn't know an answer? They ask a group of colleagues to help them resolve the complex problem.

Hmm, would this work with people issues? Shouldn't a leader know all the answers?

It is okay not to know all the answers.
As Brene Brown tells us – BE VULNERABLE.



Leadership Tip #18

Culture + Strategy = Success

A positive workplace culture and a strong business strategy are both necessary for an organization's success.

Workplace culture reflects the personality of an organization and sets the tone for **** HOW **** people work together to achieve strategy.

The ROI of a positive culture shows up as increased profits, lower absenteeism, and greater employee retention.



Leadership Tip #19

Emotionally Intelligent Leaders make decisions with people, not for them.

Have you noticed when a manager does not welcome suggestions, their reporting people take no initiative and do exactly what they are told – no more, no less.

Including people in the decision-making process, allows them to become part of the process and take ownership for assuring success.



Leadership Tip #20

Emotional Intelligence can be developed.

Emotional Intelligence is a skill – it is not something most people are born with or without.

It is a matter of practicing the basics:

- Pay attention
- Reflect and Evaluate
- Choose how you will behave



Leadership Tip #21

Attitude and mindset are essential to setting teams up for success.

In business, Emotionally Intelligent Leaders react to not-so-great moments with the knowledge and optimism that the choices they make to rise above the fray will enable their teams to create days when everything falls into place.



Leadership Tip #22

Leaders leap thoughtfully and not via assumptions.

Emotionally Intelligent leaders know the difference between needing to leap now or table the decision for later.

Taking two deep breaths is a secret leader superpower that clears your head and allows you to clearly consider options.



Leadership Tip #23

Find the good of the moment.

We have the opportunity, every day, to decide what actions work and which ones to adapt.

Excellent managers look for the different strengths each person contributes to the team.