

LEADING WITH KINDNESS



**Leadership is
about influence.**

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According to a recent McKinsey & Company global survey, employees leave because they feel undervalued, lack of growth, or opportunities. Toxic culture.

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**How do we create a
workplace where people feel
valued, trusted, understood,
and want to stay?**

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Touch Down

**Celebrate them!
Appreciate them!
Peer celebration!**

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A diverse group of people in an office setting, smiling and clapping enthusiastically. The image has a dark, semi-transparent overlay with the text "Caught In The Act" in white. The people are of various ethnicities and are dressed in business casual attire. They are all looking towards the left side of the frame, suggesting they are watching something off-camera. The background is slightly blurred, showing office lights and a modern interior.

Caught In The Act

A blurred background image showing a group of diverse professionals in a meeting or conference setting. In the foreground, a man with a beard and a woman with curly hair are looking towards the right. Other people are visible in the background, some out of focus.

A Leader Two Jobs

- 1. Grow yourself**
- 2. Grow your people**

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**How many of you
have a personal
growth plan?**

My Personal Growth Plan

- Meditate 30–60 min
- **Set my intention**
- Read something uplifting
- **Exercise daily**
- Read one leadership or personal growth book a month
- **Encourage one person daily**
- Review goals weekly
- **Share one insight weekly**
- Coach or teach twice weekly
- **Check in with a mentor weekly**
- Send 5 thank you notes weekly



T R U S T

Very Important

**How do you
earn their
trust?**

- **Fight for them**
- **Champion your people**
- **Avoid negative talk**
- **Be available**
- **Admit your mistakes**

- **Ask for help**
- **Ask for feedback**
- **Delegate rather than micromanage**
- **Be trustworthy**
- **Keep commitments**

3 Areas of Improvement

- Be available
- Admit mistakes
- Ask for help
- Ask for feedback
- Allow appropriate mistakes
- Delegate rather than micromanage
- Champion your people
- Celebrate wins
- Be trustworthy
- Keep commitments
- Listen and give attention
- Affirm people
- Avoid negative talk about teammates
- Better listening

A woman with curly hair and glasses is shaking hands with a man in a modern office setting. The woman is wearing a green blazer and the man is wearing a blue shirt. They are both smiling and looking at each other. The background shows a large window with a view of a city skyline.

Know Your People

**To lead people, you
have to read them.**

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**Stop treating
everybody exactly
the same.**

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The Golden Rule

V.A.K.

- Visual
- Auditory
- Kinesthetic

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Know Your People

Visual

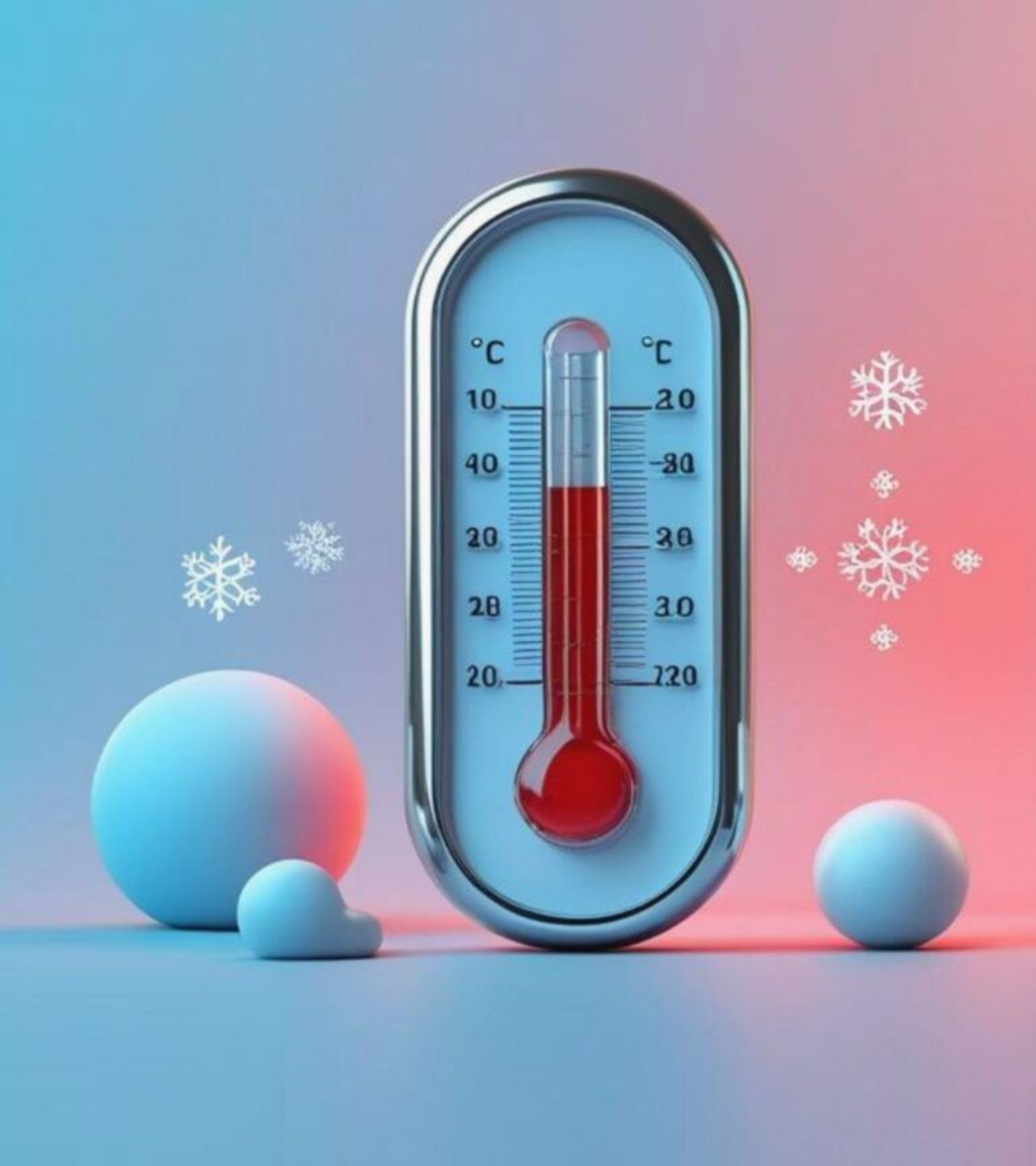
Auditory

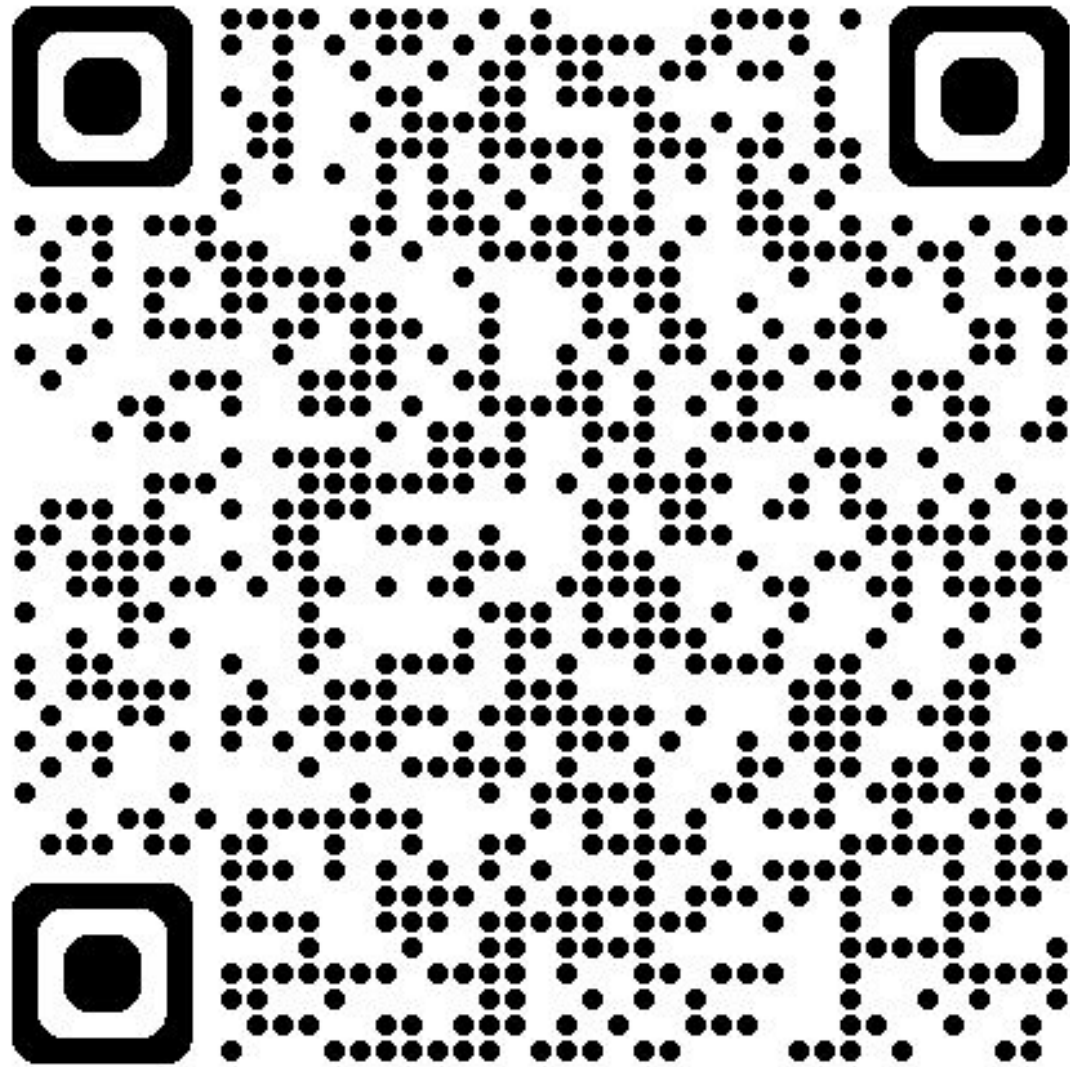
Kinesthetic

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6 Primary Needs

1. **Certainty** : Safety & comfort
2. **Uncertainty/Variety**: Novelty and change
3. **Significance**: important, special, or valued
4. **Connection / Love**: closeness, belonging
5. **Growth**: learn, excel, develop
6. **Contribution**: give back, make a difference





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