



Numerous leadership theories exist in literature, but my favourite thus far was the transformational leadership theory.

As current leadership challenges comprise organisational complexities, external economic threats, information overload just to name a few; it seems that this leadership theory encompasses the traits that I, in principle, admire. To simplify, you firstly set aside personal interests for the benefit of the group (greater good), you then empower and motivate others (House & Aditya, 1997). This theory is based on Maslow's higher need theory (1954), where the leader initiates change (MacGregor Burns, 2003) to move towards a higher more universal need.

But here in Sydney, Australia we're in lockdown week 11. Theories are getting tested in crisis.

How can we ensure that we incorporate our learnings from the last 18 months and take a new spin and craft a company culture where we assist our employees to navigate through uncertainty and giving them confidence and teaching them resilience for work and life in a new way? If we want to do that, we have to lead in a new way. The lines between private and professional lives have been blurred hence they require a new approach. Is agile Leadership (Greineder & Leicht 2020) the answer? With RUOKDay coming up this Thursday, this is a good reminder that mental health needs to be part of the equation, not just one day in a year, but everyday!

Leaders now must, more so than ever before, lead with a heart and compassion.

#RUOKAYDAY #agileleadership #blendedlearning #pinkuniversity