

# HEALTHY LEADERSHIP

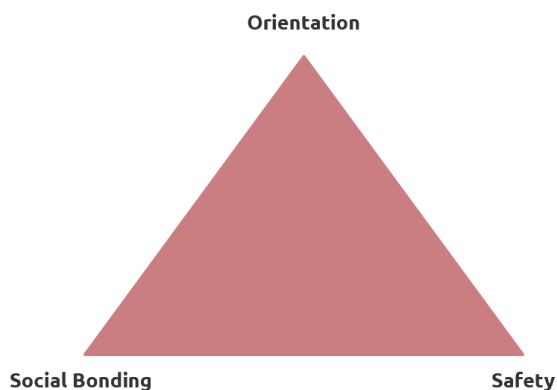
## WHAT IS IT ABOUT

Healthy Leadership combines performance, health and wellbeing in a sustainable way.



## THE LEADERSHIP TRIANGLE

If you want your team to feel well led in terms of health and wellbeing than take this model and bring it into action every day.



### **Orientation**

Strategy, situation, priorities, next steps, ...

### **Social Bonding**

Staying in touch, emotional involvement, appreciation, ...

### **Safety**

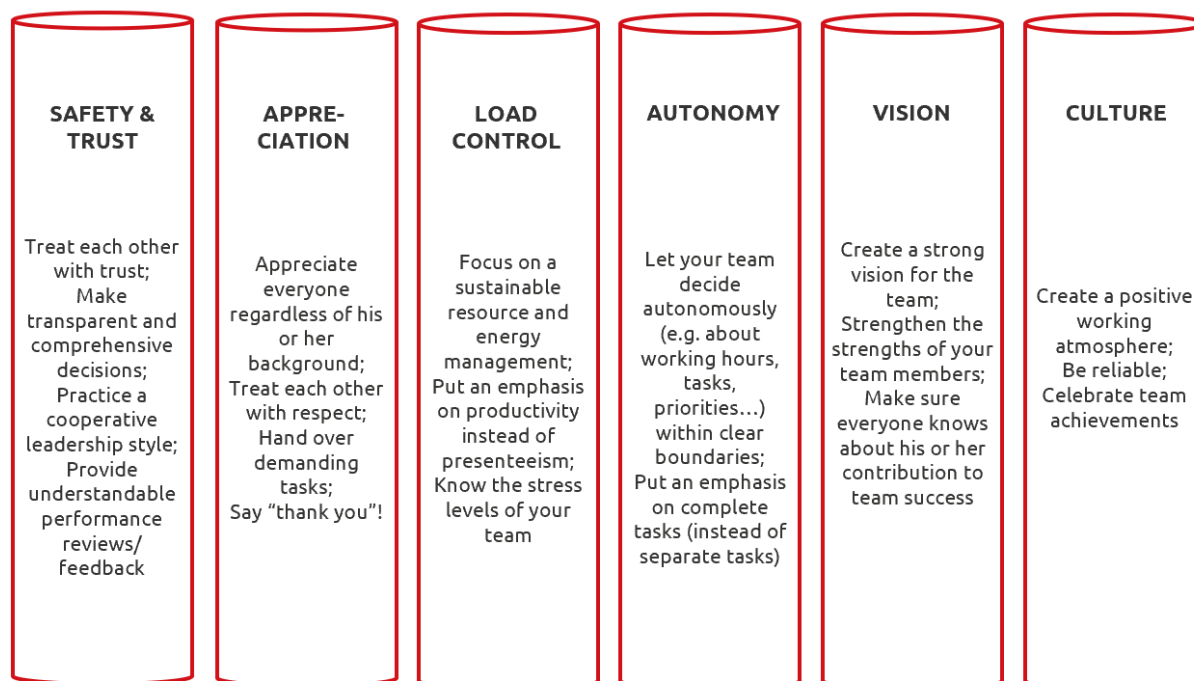
Job security, safe work environment, dealing with uncertainty, ...

## FACTS ABOUT HEALTHY LEADERSHIP

*“Health is a state of complete physical, mental and social well-being and not merely the absence of disease or infirmity.” (World Health Organization)*

- The main reason for occupational disability (with around 37% of all cases) are mental illnesses like burn-out, depression or anxiety disorders (Swiss Life Germany, 2019).
- Who works under a manager with poor leadership qualities has a 25% increased risk of getting a heart attack the next 10 years (20.000 employees in Europe; Karolinska Institut Sweden, 2009).
- The risk of getting a heart attack is significantly reduced by showing appreciation and acknowledge performance (Heinz Nixdorf Recall studies (HNRS), 2003).
- Sick leave is reduced by 2 days per year if managers praise their employees, respond to their ideas, take time and admit own mistakes (Prof. Fischer ETH Zürich, 2005).
- Managers take along their levels of sick leave from one department to another (so called VW-study).

## PRINCIPLES OF HEALTHY LEADERSHIP



## GETTING STARTED

### #1 NEW WORK-LIFE-TRANSITION STRATEGIES FOR YOU AND YOUR TEAM

#### How to do it

- Organize a team meeting and take about 30-60 mins. time.
- Explain what you have learned about work-life-transition and why it's crucial for sustainable performance (recovery, energy, motivation).
- Discuss the following questions with the team:
  - What have been your strategies for a better work-life-transition before Covid-19?
  - Which strategies could help you with your work-life-transition when working from home?
- Summarize and send to everyone in your team.

### #2 AVAILABILITY RULES FOR YOU AND YOUR TEAM

#### How to do it

- Take the checklist and discuss with your team.
- Create your own version for your team.
- Evaluate after 3-4 weeks.

#### Benefits

- Makes it easier for everyone to switch „off“ and say „no“.
- Takes into account the more flexible living conditions when working from home.
- Gives autonomy and safety within clear boundaries.

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#### Availability Rules

(for internal communication only)

1) Recovery is crucial. That's why we allow ourselves to switch „off“ and not be available 24/7.

2) We respond to all messages until 11am the next day.

3) We don't send messages after 8pm.

4) If it's urgent we make a call. If it's really urgent we call twice.

5) If we have a different expectation about the response we will tell/write our colleagues about it.

## #3 INVEST TIME AND ENERGY IN SELF-CARE

### How to do it

- Take 5 mins., think about what really gives you energy.
- Do it.
- Repeat.

### Background

- If you want to take care of others you have to take care for yourself as well.
- Your energy levels are not god given but the result of your own energy management.
- A well known principle from professional sports: „The harder you work the more recovery you need.“