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Enable Autonomy

How can leaders enable autonomy? Ask your teams what they intent to do to solve a certain problem, rather than telling them what to do. Allow a level of autonomous decision making and embrace uncertainty.

Start with asking yourself the following questions: When are you really needed on the project? When do you need to show up and when do you stand in the way?

Create and communicate a clear vision

How to communicate a clear vision as a leader? Start by having an informal conversation with your co-workers. Make sure you are listening first and foremost!

Then reflect on what you have heard using following questions:

What do employees understand by the vision? What is meaningful to them? How does this differ from your understanding of the vision – or that of the board … ?

Foster psychological safety

A corporate culture in which people do not feel psychologically safe and are afraid to voice their thoughts can lead to poor information sharing, poor performance and poor job satisfaction.

As a leader, what rituals do you have in place to foster an open failure and learning culture? How are mistakes communicated? Try establishing simple rituals, such as a "Failure Friday" to talk about mistakes and lessons learned.

Build systems to learn and experiment

As a leader and as human being you cannot have all the answers. The next time you have to make a big decision, break it down into smaller questions. Then test what answer / solution the "better" option is.

Which cheap and quick experiment can you use to obtain more information? Reflect on the results.

How can you ensure that what has been learned is fed back into the organization?

For more information, you can read the article **Design Thinking for Leaders – Making Innovation and Agility Possible,** written by the #*Leadership* experts Selina Mayer, Flavia Bleuel and Christina Stansell.

If you want to work on creating a vision you might want to have a look at our leadership format **Strategic Visioning** on our website.

www.hpi-academy.de