

LEADING WITH DEEP HUMANITY

6 C's of the Human Workplace Needs Model



- RALLY PEOPLE around a common cause.
- SHARE STORIES about the impact the business makes to people and the community.
- USE WORK as a platform to create shareholder value AND do good for our world.

- OFFER STRETCH ASSIGNMENTS or increased responsibilities that current business challenges may naturally create.
- COACH your people to help them grow.

- Relentlessly KEEP PEOPLE UPDATED, and provide context of what's happening in the business.
- TELL PEOPLE OBJECTIVELY what you know and don't know.
- KEEP TEAM MEMBERS FOCUSED on business goals.
- REINFORCE ORGANIZATIONAL VALUES.

- ENSURE PEOPLE feel valued and heard.
- RECOGNIZE YOUR PEOPLE when they act in alignment with values and priorities.

- GIVE TEAM MEMBERS A VOICE (and listen).
- PROVIDE FACT-based responses.
- Tell people what you are doing to KEEP THEM SAFE.
- STAY CALM and help your team members gain a sense of control.

- SPEND MORE TIME with your people than usual.
- CONDUCT REGULAR 1:1s with your direct reports.
- BE TRANSPARENT to the fullest extent possible.
- COMMUNICATE in a timely fashion with openness and honesty.