

## **CHECKLIST FOR OVERCOMING CHALLENGES OF RELATIONSHIP-ORIENTED LEADERSHIP**

### **1. Dealing with Resistance to Change**

- Explain why the shift towards relationship-oriented leadership aligns with the organization's values and goals. Emphasize the positive influence it will have on team dynamics, productivity, and employee satisfaction.
- Provide training, coaching, and resources to assist team members in adapting to the new leadership approach. Openly and transparently address any fears or concerns, reassuring employees that their voices are heard and valued.

### **2. Conflicts Management**

- Promote open communication and ensure team members actively listen to each other.
- Use conflict resolution techniques like mediation, negotiation, and compromise to handle disagreements effectively and reach mutually acceptable solutions.

### **3. Achieving a Balance Between Relationships and Results**

- Define performance expectations and goals clearly, while also highlighting the significance of fostering strong relationships within the team. Emphasize the importance of leadership that focuses on people and delivers tangible results.
- Demonstrate a commitment to both relationships and results in your leadership style by leading by example. Empathize with and support your team members while also ensuring they are accountable for their performance and contributions to the organization.



#### **4. Leading by Example**

- Demonstrate empathy and support.
- Hold team members accountable.
- Balance relationships with achieving goals.

#### **5. Requesting Feedback**

- Solicit input from team members.
- Be open to suggestions for improvement.
- Continuously evaluate and adjust leadership approach.