

How do you practice empathic Leadership?

Leading is not only a skill, but (*also*) an attitude to life. A mentality that goes beyond just the willingness to lead. It requires having a:

- **Strong back:** standing firm, with clear boundaries and grounded trust
- **Soft front:** being open and curious, able to connect with others, being willing to be touched
- **Wild heart:** the ability to live in paradoxes, a delicate dance between strength and vulnerability, from which true connection and change arise.

Principles for empathic leadership (EL)

- First be able to manage yourself, before leading others
- Communication is about relationship, action, connection
- Courage over convenience; '*right*' over fast or simple
- Clarity in agreements gives freedom
- Cultivate proximity: be a mentor



What empathic Leaders do exceptionally good?

These leaders have the ability to have differences of opinion, without damaging the relationship. To show vulnerability in measured doses, to listen actively, and to acknowledge mistakes. They know how to say '*sorry*' and forgive. How to say '*no*' without breaking someone's heart, how to be present for someone who is suffering.

In meetings, everyone **feels involved and committed**, and owns their own development and growth. The core of every healthy team is the ability to deeply understand the other and to give the feeling of **being truly seen, heard and valued**. Those who demonstrate this behavior in organizations, are automatically considered as Leaders, regardless of their position.

How can AI be a source of help?

In today's fast-paced, changing reality, those who have a lot of substantive expertise are no longer the most effective leaders. Thanks to the rise of AI, knowledge and information are becoming increasingly easy to obtain. You can hardly distinguish yourself with that anymore. It is the leaders with a number of **deeply human qualities and skills** who will make the difference in the near future.

Dear [Leader](#), how can you activate an empathetic culture? This is not only about the relationships with and between employees, but also with customers, suppliers and other stakeholders? An **empathetic culture** stems from empathetic leadership.

Profit and/or good results are the natural consequence.