



# LOUDER



RESOURCES



# BALANCED LEADERSHIP

Balanced leadership is a management style that focuses on leaders being coaches. It is important to guide your team rather than mold them into a robot of the organization. A good leader will use their emotional intelligence to build compassion, mindfulness, and playfulness in the workplace and in their relationships with their colleagues.

## BE A RESONANT LEADER

Being a resonant leader means having a high emotional intelligence and being able to read those around you. It is important to learn your team's goals professionally and personally so that you can better understand them. In return they will feel as though they are a part of a caring environment where they matter. More than goals, it is important to develop a set of possibilities that are goals that align with the bigger picture and have context behind them. Resonant leaders guide others instead of directly telling them what to do.



## FIND & HIRE THE RIGHT PEOPLE

It is important to find people with a high emotional intelligence and social intelligence. Hiring people with high emotional and social intelligence has been shown in successfulness of an organization and effectiveness in leadership. It is very beneficial to have leaders that are authentic and are able to develop deep interpersonal relationships with others. Once you hire the right people it is important to coach them and let them continue to be themselves rather than change them and tell them what their goals should be. Emotions are contagious, stress in the workplace will just create more stress! Emotionally intelligent leaders have the ability to create resonant relationships with others.

## CREATE A PLAN WITH OTHERS

It is important that resonant leaders create a plan with their team members. Try to discuss their personal vision, strengths, weaknesses, and development opportunities that are in line with their vision. To create a plan you should sit down with your team; first, as mentioned above, establish their personal and professional goals, create work development needs, develop an action plan, make changes on the path to development, and reflect and update the plan as needed.



## INTENTIONAL CHANGE THEORY

It is important for resonant leaders to guide others to desired change rather than forcing change. This is successfully discussed in the Intentional Change Theory Developed by Richard Boyatzis. He talks about how long lasting desired change is most likely to occur when five discoveries are made:

- 1) The ideal self and personal vision: this is who one wants to be, their passions, their desires, and what is most important to them. Once a person discovers what is most important to them they are ready to face how they may appear to others -- this will lead to them discovering their real self.
- 2) Ideal self vs. real self: once one has the realization of the ideal self a person can reflect on how their "ideal self" compares to their "real self."
- 3) Develop a learning agenda: developing goals that the individual will look forward to -- assessing strengths and weaknesses along the way. Develop goals that the individual will be enthusiastic about and look forward to. It is important to align it with positive beliefs that the individual CAN achieve their agenda.
- 4) Experiment with the new changes: the individual will practice and experiment with the new behavioral changes. The individual must feel safe in their change environment whether it be in a controlled environment, at work, or at home.
- 5) Resonant relationships: the individual must develop and harbor relationships that support the change process. The people around us are great supporters of our change and provide feedback. Our relationships also help out from not slipping back into old habits.

LEAD BY COACHING NOT MANAGING. BE A RESONANT LEADER. FOSTER YOUR PEOPLE.

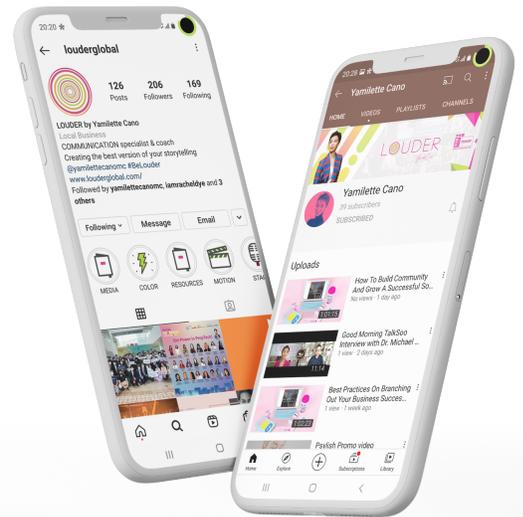
XO

*Yanille Carr*  
LOUDER founder

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