



## The Positivity Pulse: Heart Inspired Leadership Transforms the Workplace

### What Is Heart Inspired Leadership?

- ♥ Leading from the heart is a humanistic rather than a mechanical or conventional way of managing people in the workplace.
- ♥ Employees have a sense of connectedness to the workplace.
- ♥ Managers and front line workers have a sense that the company or organization for which they work has a deeper sense of caring about them as human beings.
- ♥ Heart Inspired Leadership is an intellectual style in that we open our minds and hearts to hearing and valuing the voices of all employees not merely upper management.
- ♥ Employees develop in a way that makes them want to come to work and to produce.
- ♥ Everyone communicates in a peaceful manner. Conflicts are easily resolved and dignity is upheld.
- ♥ Employees are creative and come up with ideas to improve systems.

### How Does *The Nurtured Heart Approach* work in the workplace?

- ♥ Number One is policies and procedures are clearly set and enforced. Everyone is oriented or re-oriented to ensure compliance.
- ♥ We recognize and value the very existence of our employees: **Active Recognition**. We appreciate them just because they ARE at work and because they are like us, social beings—we all matter we all yearn for socialization.
- ♥ **Experiential Recognition** is when we take Active Recognition up another notch. At this point we are adding positive judgment and value statements. Here we are nurturing character strengths and virtues and energizing workplace performance!
- ♥ Keeping in compliance is essential to maintaining order and compliancy in the workplace and **Proactive Recognition** is the way! When using this part of the approach, employees are energized into compliancy even if they did break the rules.
- ♥ **Creative Recognition** is when we clearly, relentlessly and fearlessly state what the “need” is at that moment. We are not cajoling or warning! We are expecting movement toward the goal and creatively recognizing that in the moment!
- ♥ The Nurtured Heart Approach has Three Stands that when applied to the workplace appears like the following:
  - **Stand One: Refusing to NOT purposely and relentlessly energize success!** In other words there is a commitment to be purposeful and relentless about recognizing success regardless how diminutive the movement may be.
  - **Stand Two: Refuse to be drawn into negativity.** This is an immediate response, a knee jerk response to shielding us from negativity. The second we see negativity, we reset ourselves or the employee and move back to energizing success.
  - **Stand Three: Resolve to set clear rules and Refuse NOT to provide a true consequence when the rule is broken.** Policies are in place and everyone needs to abide by those policies. The more



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we enable negative behavior by allowing people to step on the line or cross the line, we negate those rules. A foul is a foul. A strike is a strike.

### Is This Cost Effective?

- ♥ Many organizations and companies typically do not have an influx of training and education dollars and can be greatly challenged in this type of economy. In a six to eight hour workday training (which can be broken up into mini trainings to suit the needs of the workplace), your staff can easily begin this approach upon walking out of the training!
- ♥ It is not an approach that requires intensive training to move toward competency. With periodic refresher and coaching sessions, your team is well on their way to WORKPLACE GREATNESS!
- ♥ This approach is applied throughout the course of the work day. There is no loss of productivity time for your front line workers! They transform before your eyes! The energy is lifted and people begin to feel valued right away!
- ♥ Annual Renewal is highly recommended! This approach is dynamic, as we are as people. Learning about inspiring, new and creative ideas enhances the transformation of your workplace.



Check the Pulse in Your Workplace! For information on how to get “The Positivity Pulse” in your workplace, contact:

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