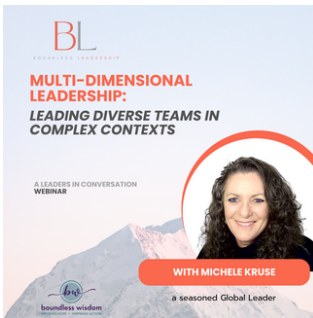


# MULTI-DIMENSIONAL LEADERSHIP: LEADING DIVERSE TEAMS IN COMPLEX CONTEXTS



In this episode of **Leaders in Conversation**, host **Crispin Swart** is joined by **Michele Kruse**, a globally seasoned leader. Michele talks about how leaders can navigate leading diverse teams in complex contexts, and how to thrive as a leader in a complex workplace.

## QUOTES BY MICHELE KRUSE



The reality is that when you are leading a team and have all the answers, you don't need the team and the leader! You don't need two groups of people all knowing the same thing.



People don't trust you because you ask them to. You demonstrate trust to earn trust.

## NUGGETS OF WISDOM



Some thoughts on **multi-dimensional leadership**:

- Leaders, interrogate your assumptions, biases, and perceptions. A key question to ask yourself is: "What story am I telling myself? Is it true?"
- Focus on demonstrating integrity, transparency, and trust, and speak your heart so that you minimize emphasizing multi-dimensional differences (or otherwise multi-diversity, in the workplace, like gender, generations, culture, and the like).
- When teams have role clarity, the leader is conscious of their behaviours and the impact on the team, enablers are in place, it gives space for the shared belief that we are safe and we can ask for help. This shifts focus from our differences to our shared purpose.



Three powerful questions leaders can use to unlock **meaningful conversation**:

- What should I have asked you?
- What don't I know?
- Is there something I could have told you that would make this better for you?



Some thoughts on **credibility**:

- Credibility is built through trust, through collaboration. If I do what I say I will do, If I am walking the talk, I become more credible.
- Transparency & trust plays a key role in creating spaces of psychological safety
- It's okay to say that I may not be the technical person, my role is to lead the vision in the team
- It's okay to say: Help me

## NUGGETS OF WISDOM



Some thoughts on **influence**:

- Influence comes from a position of credibility
- Influence looks different for who you are trying to influence



Some thoughts on **adaptability**:

- In the real world, it's about understanding who you are as a leader, who you are as a person, and how you show up.
- You must be able to adapt your style in all circumstances.
- Always keep the big picture in mind. Boundaries and rules may stay the same, yet change and disruption require different processes and leadership responses.
- Leadership requires ongoing learning!
- Learn to be agile and change direction at the drop of a hat whilst keeping the big picture in mind.



- In what way has your leadership matured?
- How is your leadership being experienced?
- How are you setting the culture of your team?
- What does being a multidimensional leader look like for you?
- What will the future demand of your leadership?

## PRACTICAL GUIDELINES



Young leaders:

Use the wisdom in the team, and draw on the wisdom of older team members. There is nothing more powerful than asking someone to help you.



Apply the four cores of credibility: Integrity, Intent, Capability, Results (Stephen Covey)



Leaders:

Be conscious about what tone you set - your behaviour matters!



Leaders:

- Create and instill the common vision
- Clarify the deliverables as a given
- Create space for how to achieve, collectively



MICHELE KRUSE

Michele is the owner of Bluestreak Performance, a UK-based consulting practice. Michele is passionate about maximising leadership and sales potential through tailored coaching and professional development. She has a deep understanding of what it takes to succeed in today's competitive business landscape and works with clients globally. Michele focuses on empowering leaders to create a culture of high performance, with an emphasis on developing the skills and strategies that are essential for success in today's competitive business landscape.

## VIEW RECORDING



[Multi-Dimensional Leadership](#)

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