

Quietly Powerful Leadership

KEY TAKEAWAYS



Some of your best
leadership talent is hiding
in plain sight.



Quietly Powerful Leadership #Facet5Live

We have a skewed view of what we perceive to be strong, powerful, leadership. Typically our mental image of strong leadership being associated with the military leader who leads from the front.

As a result, we have a biased view of leadership. And often, we see the high energy, outspoken people in positions of leadership because of this. We can be blinded by the charisma or the way someone speaks or the confidence they may show on the outside.

The confidence on the outside, doesn't necessarily mean they are confident on the inside. And confidence and conviction doesn't always equal competence.



There are strong, powerful, high-energy leaders that do a good job. But our belief around leadership needs an update. And they are changing – particularly through the pandemic. Where different styles of leadership were more effective than others. And a more compassionate, empathetic, approach was favoured.

There's more complexity and uncertainty in the world. And the leader who thinks they know everything, doesn't listen, and tells everyone what to do just doesn't work. So, we need leaders who can incorporate a number of different perspectives and make thoughtful, informed decisions.

People are tired of not being listened to. Whether in a team or organisation. Some organisations build a speak-up culture. The question is, are they building a listen-up culture.



Incredible leadership strengths can come from being

- a little bit quieter



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Quieter leaders bring in a quieter approach. Which is about listening and working with multiple perspectives - constructively work through differences.

Quiet superpower – Calm

This doesn't necessarily mean calm on the inside. But with a quiet demeanour, you can come across as deliberate, thoughtful, and calm.

Quiet superpower – Listening

Allows other people to have the space to speak. But also the power of being present when someone speaks – so not listening to respond, but listening to understand.



Quiet superpower – Deep thinking

To be humble. To listen to the team. And to really think about what is being said. Then to integrate what has been learned in with ones own thinking.

Quiet superpower – Inclusive

Because quietly powerful leaders listen, it helps people feel like they matter and that their views are important. And because quietly powerful leaders don't feel the need to be the centre of attention this allows others space to shine.

Some of your best leadership talent is hiding in plain sight.
We just don't pay enough attention. Our assumptions about quiet people:
that they are quiet, shy, timid, lacks confidence... means these are not considered leader-like qualities.



Confidence doesn't always
equal competence.
Beware of
being fooled.



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Quietness can be misunderstood...

Being quiet is not always about having low energy – it's also about emotionality. When people get anxious more easily they can become quiet. Higher sensitive people can go quiet when they feel overwhelmed.

Conditioning may play it's part in someone being quiet. Taking experiences from childhood into adult hood can leave people not feeling safe about speaking up.

Power dynamics. Whether it's hierarchical. Or because someone is more influential. Or even in group settings where the majority of people are thinking one way. All can create a situation where someone finds it difficult to speak up.



Simply being quiet doesn't mean you are quietly powerful.
There is a developmental process that goes with that. Quietly powerful leaders
need to be recognised and developed.

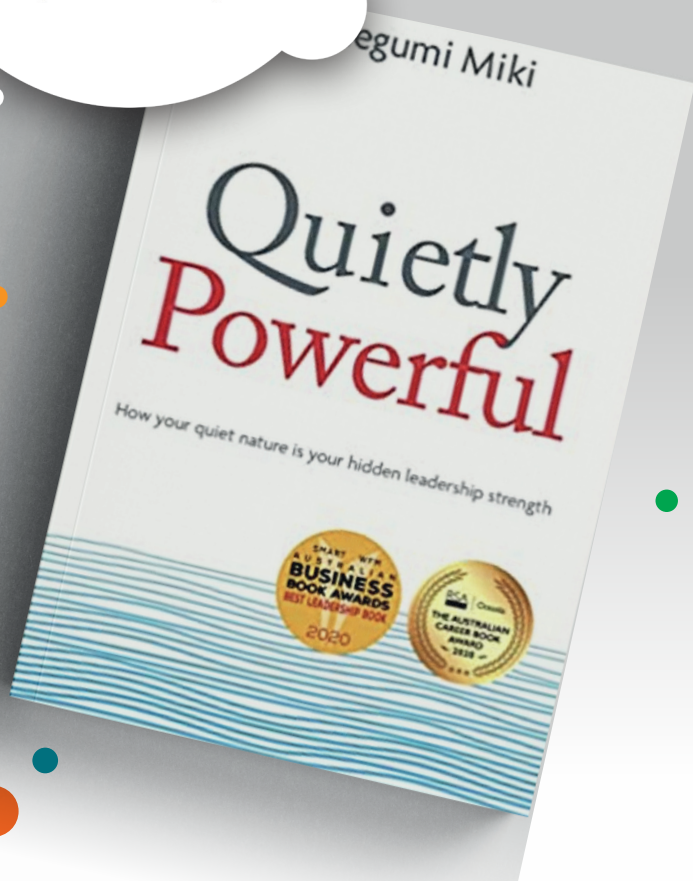
3 attributes to becoming a quietly powerful leader:

- Being comfortable within yourself – being ok with who you are (your strengths, your weaknesses etc). Allows you to be more authentic.
- Being present – the building of relationships through being present.
 - Being purposeful – they don't crave power, control, or being centre of attention. But there's some purpose that pulls them forward into a position of leadership.

When you spot and develop quietly powerful leaders,
there's opportunity to impact an organisation in many ways:

- You can improve diversity and inclusion. In diversity of leadership style, in increased inclusion, and through quieter people coming from a diverse background.
- You increase engagement. People feel listened to. And more inclined to speak up.
- You improve your talent & Leadership. Enhancing the quality of leadership overall, you need to make the most of the high energy leader, and bring in the superpowers of the quieter leader.





OUT NOW. QUIETLY POWERFUL.

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