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Four Skills that Make a Great Leader

A leader is best when people barely know he exists, when his work is done, his aim fulfilled, they will say: we did it ourselves

— Lao Tzu, father of Taoism

A workplace is only as strong as its leader. His or her weaknesses become the weaknesses of the team, and ultimately the organization as a whole. Whether you are

looking to improve your own leadership skills or help the leaders in your group strengthen their own, here are some traits that might need another look.

Communication Skills

It's not surprising that this is one of the most important skills a leader can have and is also the one that is most often lacking. When thinking of communication, it's not only speaking, writing and the flow of information that needs to be considered. Most leaders get to their position because they are strong communicators. A leader's ability and willingness to listen and act on what the team needs is a great asset.

Accountability

Valued leaders are able to take credit for both failures and successes. It's easy to point fingers at someone else and lay blame, but being able to admit a mistake gets respect from everyone. A great leader is also quick to acknowledge a job well done and does not take credit for him or herself. Sharing the spotlight with the team and taking the fall if something goes wrong shows a shared commitment to the organization as a whole. Leaders also need to be comfortable holding employees accountable for their mistakes and shortcomings. While it can be uncomfortable, one of the most necessary skills is being able to keep the team operating smoothly, which sometimes means having those difficult conversations with employees that may be falling short.

Integrity

Employees look to their leaders for guidance on how to handle situations. If a leader lacks integrity and makes some questionable decisions or engages in unethical behavior, employees will likely follow that lead because that has been deemed acceptable. Before long, the entire organization will be impacted by a pattern of actions made based on bad practices. A strong leader has the integrity to reference when making tough decisions and can share that with employees.

Adaptability

Every leader has his or her own communication style, as well as an individual way of leading the team and handling conflict. It's important to keep in mind that employees also have their own individual preferences. A "my way or the highway" approach may not be the healthiest, most effective way to lead a team. Being flexible and willing to consider each person's best learning style and communication preferences can foster a stronger leader-employee bond. Additionally, a changing market or an increase or decrease in business demand may call for a change in strategy. Leaders need to be willing to flex in order to stay in line with the team and organizational needs.

If you are interested in growing your leadership skills, First Sun EAP can help. We have a number of leadership coaching and training options! Call us at 800-968-8143 or email firstsunsolutions@firstsunsolutions.com for more information.

Skills that Make a Great Leader: 1-2-3

1. Leaders have a very important role in an organization's success. A strong leader needs to have a certain skill set in addition to being good with the employees he or she is leading.
2. Communication, accountability, integrity and adaptability are key skills that good leaders need.
3. First Sun EAP can help hone these important leadership skills. Call us today!

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At First Sun, our risk management consultants regularly collaborate with human resources and management on ways to address challenging workplace issues like the following:

QUESTION:

One of the employees I supervise told his co-workers, "I get so frustrated with this place sometimes. They should be glad I don't come here and do something crazy like you see in the news!" His co-workers are now concerned about their safety. Where do I go from here?

ANSWER:

Any potential threat of violence against self or others must be taken seriously. Immediately

contact your HR department. Your HR department and a First Sun risk manager can work together and consult with you about immediate steps to ensure workplace safety. We may also discuss a Fitness for Duty (FFD) evaluation. The goal of this evaluation is to determine if an employee is able to safely perform his or her job. We will collaborate with you to assess the issues, to help determine the best course of action based on your company's policies and procedures, and to refer to any helpful resources.



FEATURED SERVICE

Educational Materials for your Employees

Downloading and distributing these materials is an easy way to keep your employees informed and more likely to use their EAP benefit!

Effectively Managing Change in the Workplace
[Poster](#) | [Slide Show](#)



Employee Orientation Video

Enlist the help of this brief video to get employees oriented with their EAP program.

Upcoming Events and OPPORTUNITIES



Introducing Be Better NOW

The digital EAP platform to boost your organization's well-being initiatives

- Evidence-based tools created by experts
- Employees can identify issues and set goals for over 30 well-being goals, anywhere, any time
- Employees use CBT and self-directed learning tools and can call First Sun EAP for support
- Employers have seamless implementation and reports on engagement, ROI and key results

Learn how to increase the value of your EAP investment with [Be Better NOW](#).



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We offer more trainings than can fit in our [catalog](#)! Please call our Solutions team at 800-968-8143 about the training topic you desire.

FEATURING: Coping During Times of Change

- Stages of transition
- Change induced stress
- Coping strategies
- Develop resiliency

Looking for more affordable training for employees? Find this topic on page 8 of our catalog under Trainings for Employees.



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