

# Be Seen as an Authentic Human Leader

How to become a more engaging,  
authentic and adaptive leader.

**Karl Grech**  
Performance Coach & Trainer



**HR Transform**  
The Future of Work



## About

I coach leaders to gain confidence in their leadership role, overcome challenging situations and develop habits that will inspire, motivate & engage their team.

My coaching style can be described as **collaborative, practical, challenging and genuine.**

A Professional Certified Coach (PCC) with the International Coaching Federation (ICF).

# **KARL GRECH**

PERFORMANCE COACH & TRAINER

## Definition

*Authenticity is about openly and effectively expressing oneself, honouring commitments and encouraging this behaviour in others.*

*Leaders high in this skill are often described as **genuine**, whereas leaders low in this skill are often described as **untrustworthy**.*

## Authenticity is important in leadership because:

- ✓ *Authenticity helps leaders create understanding, openness, and feelings of trust in others*
- ✓ *Leaders who are guarded, avoid conflict, or are inappropriately blunt about the way they feel, can create mistrust, artificial harmony, and misunderstandings with those around them*
- ✓ *Leaders need their people to be open with them. If, as a leader, you do not model this behaviour, your direct reports will be guarded with you*



HR Transform  
The Future of Work

“If we're going to be authentic in our leadership, we will have to be willing to serve, and we have to be willing to suffer.”

James M. Kouzes

## Genuine Leaders:

- ✓ *are open about their thoughts, feelings, and opinions,*
- ✓ *express thoughts and feelings in a way that is sensitive to those of others,*
- ✓ *facilitate robust, open debate,*
- ✓ *are open and honest about mistakes,*
- ✓ *honour commitments and keep promises,*
- ✓ *encourage others to put forward their thoughts, feelings, and opinions,*
- ✓ *respond effectively when challenged.*





**HR Transform**  
The Future of Work

“Move fast and break things”

- Facebook “Ben Testing”



**HR Transform**  
The Future of Work

# Discovering Your Authentic Leadership

# Discovering Your Authentic Leadership



Learning from  
Your Life Story

Daniel Vasella, Swiss  
doctor & businessman;  
Novartis Chairman & CEO  
till 2013



Knowing Your  
Authentic Self



Integrating Your  
Life by Staying  
Grounded



**HR Transform**  
The Future of Work

# Engaging Others



**HR Transform**  
The Future of Work

“Emotional Intelligence is simply...  
...practicing self-awareness & choosing  
how you ‘show up’ in every situation to  
get the best possible results from your  
interactions with people.”

# C. A. R. E. - Clarity, Autonomy, Relationships, Equity



Clarity



Autonomy



Relationships

Prime Minister of New Zealand Jacinda Ardern (From October 2017 till January 2023) - Christchurch mosque shootings - 15 March 2019



Equity

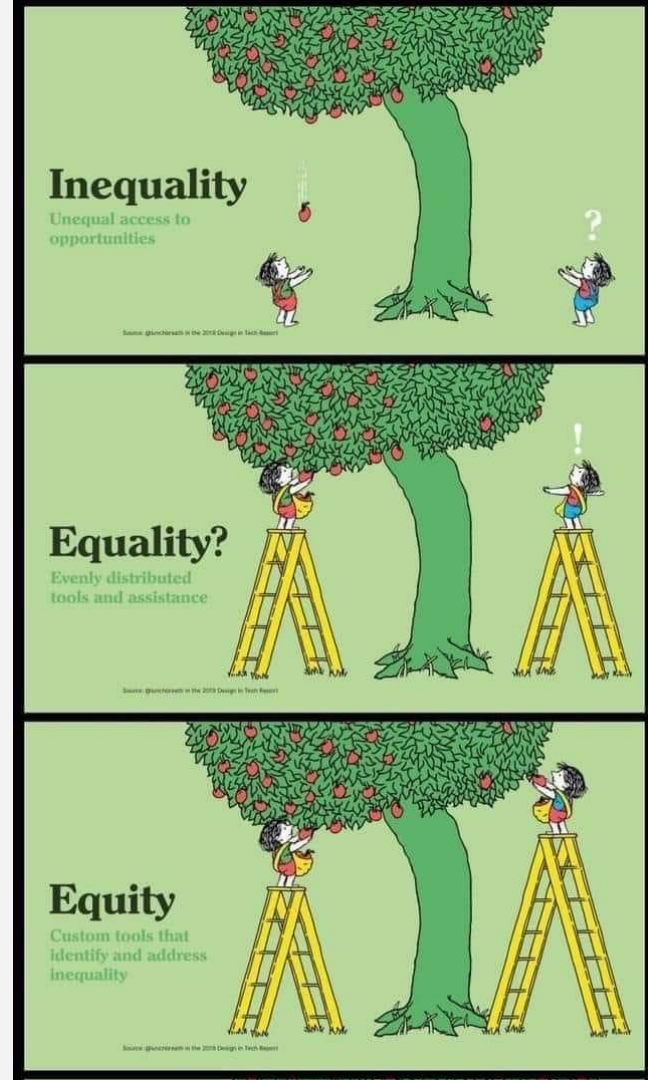
- Inequality,
- Equality,
- Equity

Source Genos International

Unequal access to opportunities

Evenly distributed tools & resources

Custom tools that identify & address inequality





# Actionable Take Aways

## Actionable Take Aways

- Regular 1-2-1 check-ins / meetings
- Understand, take action & **do something**
- Honor commitments and keep promises
- Be open and honest about mistakes
- Be more coach like-leader
- Implement feedback systems that empower leaders to continuously improve
- Offer coaching programs to develop authentic leadership skills



**HR Transform**  
The Future of Work

**Small changes can  
make a big impact**



**HR Transform**  
The Future of Work

# Thank You

Karl Grech  
Performance Coach & Trainer