

Abundance Leadership

In a time of crisis, an abundance mindset is more helpful - just ask Southwest Airlines in the days following the September 11 attacks. An abundance mindset positively impacts peoples' physical, emotional, mental and social wellbeing.

Abundance Leadership is where leaders focus on strengths & seek opportunities; where they behave virtuously & positively. Such practices directly improve:



Profit



Productivity



Quality



Innovation



Customer
Satisfaction



Employee
Engagement



8 Dimensions of Virtuous Leadership

- ✓ Gratitude & Appreciation
- ✓ Dignity & Respect
- ✓ Support & Compassion
- ✓ Caring & Concern
- ✓ Trust & Integrity
- ✓ Meaningfulness & Purpose
- ✓ Optimism & Positive Energy
- ✓ Forgiveness & Understanding

"MONEY FOLLOWS VIRTUOUSNESS - IT'S A CAUSAL RELATIONSHIP"

KIM CAMERON

When leaders employ positive leadership practices:

\$

Organisational benefits accrue when leaders identify & build on peoples' strengths

2 X

Productivity is doubled when leaders spend time developing strong performers

150%

Productivity is 1.5 times greater when leaders enable workers to "do what they do best, every day"



Engagement goes up & so does productivity when leaders give employees feedback on their strengths rather than just their weaknesses



Absenteeism goes down but time-keeping improves when leaders give feedback on talents



Griffen Hospital
Connecticut
Awarded for
patient care
71% lower chance
of mortality



Prudential Services
- Retirement
20% growth
\$1billion increase
in revenue



Uni. Tecmilenio
Mexico
Enrolments: 2,800
to 60,000
Revenue up: 1379%



Southwest Airlines
After 9/11, no
employee laid-off
Company results
outstripped other
airlines

PEOPLE AT THEIR BEST - ADAPTED FROM KIM CAMERON