

Build out of:  
**"Approachable Leadership,"**  
(description, working definition, and key components for an 8-week fellowship).

"Approachable Leadership" (AL) is a contemporary leadership approach that emphasizes creating an inclusive and open environment where leaders are easily approachable by their team members. This leadership style deviates from traditional hierarchical structures, fostering a culture of full and total accountability, transparency, accessibility and unbiased collaboration. The methodology behind AL is rooted in building strong interpersonal relationships with self, first, then promoting transparency, and encouraging a culture of trust within the team, within the organization.

**Description:**

Approachable leadership is characterized by leaders who actively seek to connect with their team members on a personal level, breaking down traditional barriers between authority figures and subordinates. Leaders adopting this approach are visible, engage in open communication, and create an atmosphere where individuals feel comfortable expressing their thoughts and concerns without fear of reprisal. The emphasis is on building a supportive and collaborative work environment.

**Working Definition:**

Approachable leadership can be defined as a leadership style that prioritizes openness, accessibility, and personal connection. Leaders who embody this approach actively work to eliminate the perception of a rigid hierarchy, fostering an inclusive workplace where team members feel valued and heard. The approach is centered on building strong relationships, promoting transparent communication, and cultivating an environment that encourages the sharing of ideas and feedback.

**Key Components of Approachable Leadership:**

1. *Open Communication:*
  - a. Leaders actively communicate with team members in an honest, accountable and transparent manner.
  - b. Encourages a two-way flow of communication, where team members feel comfortable expressing their opinions and ideas, without fragility or fear.
2. *Visibility and Accessibility:*
  - a. Leaders make themselves visible and approachable, both physically and digitally within their experience and their story.
  - b. Doors are literally "open," and leaders are available for transparent discussions, accountable questions, and trauma-informed feedback.
3. *Empathy and Understanding:*
  - a. Leaders demonstrate empathy and understanding, acknowledging the personal and professional challenges, experiences and environment, faced by team members.
  - b. Actively listening to concerns and providing emotionally intelligent support when needed.
4. *Collaboration and Team Building:*
  - a. Encourages a collaborative approach to problem-solving and decision-making, with the approach of fostering healing in the process.
  - b. Fosters a sense of unity and teamwork, breaking down silos and promoting cross-functional collaboration based on who's BEST for the work and the solutions.
5. *Recognition and Appreciation:*
  - a. Leaders recognize and appreciate the efforts and achievements of team members.
  - b. Acknowledges individual contributions, fostering a positive and motivating work environment.
6. *Adaptability and Flexibility:*

- a. Leaders are adaptable and open to change, demonstrating flexibility in their leadership approach.
  - b. Embraces new ideas and perspectives, encouraging innovation and continuous improvement.
7. *Trust and Accountability:*
- a. Builds a foundation of trust within the team.
  - b. Holds individuals accountable for their responsibilities while providing the necessary support for success.

In summary, approachable leadership represents a shift towards more inclusive and people-centric leadership styles. By prioritizing open communication, visibility, empathy, and collaboration, leaders can create a work environment that not only boosts morale and engagement but also enhances overall organizational performance. This approach is particularly relevant in modern workplaces where the emphasis on teamwork, creativity, and adaptability is paramount.

### **APPROACHABLE LEADERSHIP FELLOWSHIP (8-week)**

By the end of our **eight-week fellowship**, participants should have a deep understanding of Approachable Leadership (AL) and the practical skills needed to implement this leadership style in their respective roles, titles and positions and the ability to use it, properly, in their perspective professions.

#### **Week 1: Introduction to Approachable Leadership (AL)**

- *Description:* Provide an overview of the fellowship program, its goals, and the importance of approachable leadership in contemporary workplaces.
- *Working Definition:* Approachable leadership is a style that fosters open communication, encourages collaboration, and creates an inclusive environment where team members feel comfortable sharing ideas and feedback.
- *Key Components:*
  - Understanding the role of approachable leaders in modern organizations.
  - Exploring the impact of approachable leadership on team dynamics and performance.
  - Introduction to key skills and qualities associated with approachable leaders.

#### **Week 2: Building Trust and Rapport**

- *Description:* Explore the foundation of approachable leadership, focusing on trust-building and establishing rapport with team members.
- *Working Definition:* Trust is the cornerstone of approachable leadership, and leaders must actively cultivate open, honest relationships with their teams.
- *Key Components:*
  - Strategies for building trust and credibility.
  - Effective communication techniques for approachable leaders.
  - Role-playing and practical exercises to enhance interpersonal skills.

#### **Week 3: Emotional Intelligence in Leadership**

- *Description:* Delve into the role of emotional intelligence in approachable leadership, emphasizing self-awareness and empathy.
- *Working Definition:* Approachable leaders are emotionally intelligent, understanding and managing their own emotions while empathizing with the emotions of others.
- *Key Components:*
  - Assessing and developing emotional intelligence.
  - Techniques for managing emotions in leadership situations.

- Case studies and discussions on the impact of emotional intelligence on team dynamics.

#### **Week 4: Inclusive Leadership**

- *Description:* Explore the concept of inclusivity in leadership and its connection to approachable leadership.
- *Working Definition:* Approachable leaders create inclusive environments where diversity is valued, and all team members feel heard and respected.
- *Key Components:*
  - Understanding unconscious bias and fostering diversity.
  - Promoting a culture of inclusivity and belonging.
  - Practical strategies for inclusive decision-making.

#### **Week 5: Communication Strategies for Approachable Leaders**

- *Description:* Focus on effective communication as a core competency for approachable leaders.
- *Working Definition:* Approachable leaders communicate openly, clearly, specifically and transparently, ensuring that information flows freely within the team.
- *Key Components:*
  - Developing active listening skills.
  - Constructive feedback and feedforward techniques.
  - Crafting and delivering clear and impactful messages.

#### **Week 6: Conflict Resolution and Approachable Leadership**

- *Description:* Address the role of approachable leaders in managing and resolving conflicts within the team.
- *Working Definition:* Approachable leaders navigate conflicts with a focus on resolution, promoting a positive and collaborative work environment.
- *Key Components:*
  - Strategies for preventing and addressing conflicts.
  - Mediation and negotiation skills for leaders.
  - Case studies on successful conflict resolution.

#### **Week 7: Leading with Vulnerability**

- *Description:* Discuss the concept of vulnerability in leadership and its relevance to approachable leadership.
- *Working Definition:* Approachable leaders are comfortable showing vulnerability, acknowledging mistakes, and learning from failures.
- *Key Components:*
  - Overcoming the fear of vulnerability.
  - Creating a culture that embraces learning and growth.
  - Personal reflection and storytelling as tools for connecting with the team.

#### **Week 8: Action Planning and Continuous Improvement**

- *Description:* Conclude the fellowship with a focus on implementing approachable leadership in participants' professional contexts.
- *Working Definition:* Approachable leadership is an ongoing journey of improvement and adaptation.
- *Key Components:*
  - Developing personalized action plans for integrating approachable leadership.
  - Peer feedback and support.
  - Resources and tools for continuous leadership development.