



**Thrive Coaching
& Training**

EMPOWERING YOU TO THRIVE

Healthy Leadership:

*Inspiring Employee
Happiness and
Productivity*

With
Korinne Le Page



What brings me to be
here with you today?



In recent research, would you believe that 80% of employees said they are more productive when feeling healthy and happy?

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In recent research, would you believe that 80% of employees said they are more productive when feeling healthy and happy?

According to multiple studies - including Oxford and recent global workplace surveys - this isn't just wishful thinking. It's measurable, repeatable, and entirely within a leader's influence.



Recent Research Highlights:

2023 WPI Economics Report: This study found that happy employees take, on average, nine fewer sick days annually and report 5.5 fewer days of presenteeism. ***WPI Economics***

[In addition to 80% of employees stating they are more productive when feeling healthy and happy].



Recent Research Highlights:

2023 Management Science Study: A one-point increase in self-reported happiness (on a 0–10 scale) led to approximately a 12% rise in productivity among BT call centre workers. *Wellbeing Research Centre*



Recent Research Highlights:

2024 Global Workplace Report: Analysing data from over 400,000 employees across 100,000 organisations, this report emphasised that workplace happiness is crucial for retention and productivity. ***HR Review***



Overview:

1. Why healthy leadership matters.
2. The link between leadership, happiness, and productivity.
3. Simple shifts that leaders can make.



1. Why healthy leadership matters.

Firstly ...

What is “*Healthy Leadership?*”



“Healthy leadership” is the practice of leading with empathy, self-awareness, integrity, and support, in a way that promotes:



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- ✓ psychological safety,



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- ✓ personal and collective growth, and



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- ✓ psychological safety,
- ✓ personal and collective growth, and
- ✓ a balanced, productive work culture.







1. Why healthy leadership matters.

Employee engagement



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Employee engagement

Team retention and morale



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Employee engagement

Team retention and morale

Organisational performance



Two Leaders, Two Outcomes ...

Leader A: Toxic Leadership



Leader A: Toxic Leadership



- Leader A runs weekly meetings with no agenda.

Leader A: Toxic Leadership



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Leader A: Toxic Leadership



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- Feedback is only given when something goes wrong.
- They frequently micromanage, correcting team members in front of others.
- Team members stop speaking up, afraid of being blamed.
- Turnover is high, and morale is low.

Leader A: Toxic Leadership



Outcome:
Team underperforms.
Burnout is high.
Innovation? Non-existent.



Leader B: Healthy Leadership



Leader B: Healthy Leadership



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Leader B: Healthy Leadership



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- They give feedback often - and celebrate wins openly.
- When something goes wrong, they ask: “What can we learn from this?”
- They trust their team to take ownership / make decisions.
- Team members feel seen, heard, safe, and motivated.

Leader B: Healthy Leadership

Outcome:



Leader B: Healthy Leadership



Outcome:

✓ Productivity rises.

Leader B: Healthy Leadership



Outcome:

- ✓ Productivity rises.
- ✓ People stay and grow.

Leader B: Healthy Leadership



Outcome:

- ✓ Productivity rises.
- ✓ People stay and grow.
- ✓ New ideas emerge regularly.



Ask yourself:

On a scale of 1 to 10, how would
you rate yourself as a Leader?



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If less than a 10 ...



If less than a 10 ...

- What kind of leader do you want to be?



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- What (if anything) is holding you back from achieving this?



If less than a 10 ...

- What kind of leader do you want to be?
- What (if anything) is holding you back from achieving this?
- How does this align with your personal values?



If less than a 10 ...

- What kind of leader do you want to be?
- What (if anything) is holding you back from achieving this?
- How does this align with your personal values?
- What (if any) narrative do you need to let go of?



If less than a 10 ...

- What kind of leader you want to be?
- What (if anything) is holding you back from achieving this?
- How does this align with your personal values?
- What (if any) narrative do you need to let go of?
- What new story are you ready to write?

2. The link between leadership, happiness, and productivity.

The Science Behind Happiness and Productivity

Factor

Impact on Work

Backed By



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Psychological Safety

Encourages creativity,
risk-taking, and team learning

Harvard Business Review,
Google's Project Aristotle

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Harvard Business Review, Google's Project Aristotle

Autonomy

Boosts motivation, ownership, and performance

Gallup Workplace Studies

The Science Behind Happiness and Productivity

Factor

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Psychological Safety

Encourages creativity, risk-taking, and team learning

Harvard Business Review, Google's Project Aristotle

Autonomy

Boosts motivation, ownership, and performance

Gallup Workplace Studies

Recognition

Increases morale, loyalty, and employee retention

Gallup, SHRM (Society for HR Management)



The Five Pillars of Healthy Leadership



Pillar 1: Empathy Over Ego

- Active listening, compassionate feedback, open-door culture



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- Active listening, compassionate feedback, open-door culture
- ***Tip:*** The “5-second pause” to truly listen




Pillar 2: Clarity & Consistency

- Transparent communication, clear expectations, honest feedback



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- Transparent communication, clear expectations, honest feedback
 - ***Tip:*** Quick weekly check-ins with team and individuals.
- 




Pillar 3: Recognition & Celebration

- Celebrate small wins



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- Celebrate small wins
 - ***Tip:*** 60-second thank-you emails or end-of-week recognition rounds
- 



Pillar 4: Wellbeing-First Mindset

- Encourage breaks, time off, mental health normalisation



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- Encourage breaks, time off, mental health normalisation
- ***Tip:*** Model the behaviour yourself - leaders set the tone



Pillar 5: Growth & Autonomy

- Foster skill-building, trust employees to lead initiatives



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- Foster skill-building, trust employees to lead initiatives
 - ***Tip:*** Ask, “What’s one area where you feel ready to level up?”
- 

The SHARE Feedback Model ©

Success stories

Hurdles encountered

Acquired knowledge

Refine with feedback (optional)

Evaluate outcomes




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Case Study:

Microsoft – Satya Nadella's Empathy-Driven Culture Shift

Context: When Satya Nadella became CEO of Microsoft in 2014, the company was seen as bureaucratic and internally competitive.



Case Study:

Three of the Healthy Leadership Pillars Applied:



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Three of the Healthy Leadership Pillars Applied:

Empathy over ego – Nadella emphasised emotional intelligence, starting with listening deeply to customers and employees.

Growth & autonomy – Teams were given more ownership and cross-functional freedom.

Recognition & psychological safety – Encouraged a culture where learning from failure was celebrated.



3. Simple shifts leaders can make.



Simple shifts leaders can make.



Simple shifts leaders can make.

FROM...

Telling

TO...

Asking

Simple shifts leaders can make.

FROM...

Telling

Fixing

TO...

Asking

Listening

Simple shifts leaders can make.

FROM...

Telling

Fixing

Judging

TO...

Asking

Listening

Curiosity

Simple shifts leaders can make.

FROM...

Telling

Fixing

Judging

Assuming

TO...

Asking

Listening

Curiosity

Clarifying

Simple shifts leaders can make.

FROM...

Telling

Fixing

Judging

Assuming

Controlling

TO...

Asking

Listening

Curiosity

Clarifying

Empowering

Simple shifts leaders can make.

FROM...

Telling

Fixing

Judging

Assuming

Controlling

Blaming

TO...

Asking

Listening

Curiosity

Clarifying

Empowering

Taking
responsibility

A close-up, slightly blurred background of a chain-link fence, with the diamond-shaped mesh pattern clearly visible.

**What Could be
Holding You
Back?**



Resistance

When you notice yourself pushing back against change,
ask yourself ...

What am I afraid to lose?



Resistance

Beneath that, ask yourself

...

*What am I afraid to
become?*



What are the narratives you have been telling yourself
about who you are and what's possible?



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Remember that change rarely unfolds in a straight line!



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What is one small action you can take today
that honours your truth and who you really are?



What is one small action you can take today that honours your truth and who you really are?

Sometimes the smallest step is the most powerful.



What one leadership habit can you upgrade today to help your people - and your business to thrive?"



What other amazing possibilities lay in store for you
beyond that ... and then beyond that!



Trust the process - even when the way forward feels uncertain.



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And when doubt creeps in - as it probably will –
remind yourself of your resilience.



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And when doubt creeps in - as it probably will –
remind yourself of your resilience.

You have weathered storms before.



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The power to change your life doesn't
come from outside ...



*It is already
inside you
(and your team)
waiting to be
unleashed!*



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*Thank
you*



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Q & A