



PM0 3 LEADING WITH EMOTIONS

POSITIVE LEADERSHIP WITH THE POWER OF OPTIMISM

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INTRODUCTION

Leadership is one of the most misunderstood subjects in business

SIMON SINEK

LEADER'S EMOTIONAL STATE HAS AN IMPACT ON



Team dynamics



Motivation



Innovation

EFFECTS OF POSITIVE LEADERSHIP

⊕	300 %	More innovation (<i>Harvard Business Review</i>)
⊕	44 %	Higher retention (<i>Gallup</i>)
⊕	37 %	Increase in revenue (<i>Martin Seligman</i>)
⊕	31 %	Increase in productivity (<i>Greenberg & Arawaka</i>)
⊖	125 %	Less burnout (<i>Harvard Business review</i>)
⊖	66 %	Fewer sick days (<i>Forbes</i>)
⊖	51 %	Less turnover (<i>Gallup</i>)

Source reference: Great Place to Work ©

INTRODUCTION

POSTIVE LEADERSHIP IS A LEADERSHIP STYLE WITH FOCUS ON

- Strengths
- Sense of purpose
- Emotional energy



OPTIMISM

- Resilience
- Inspiration
- High performance



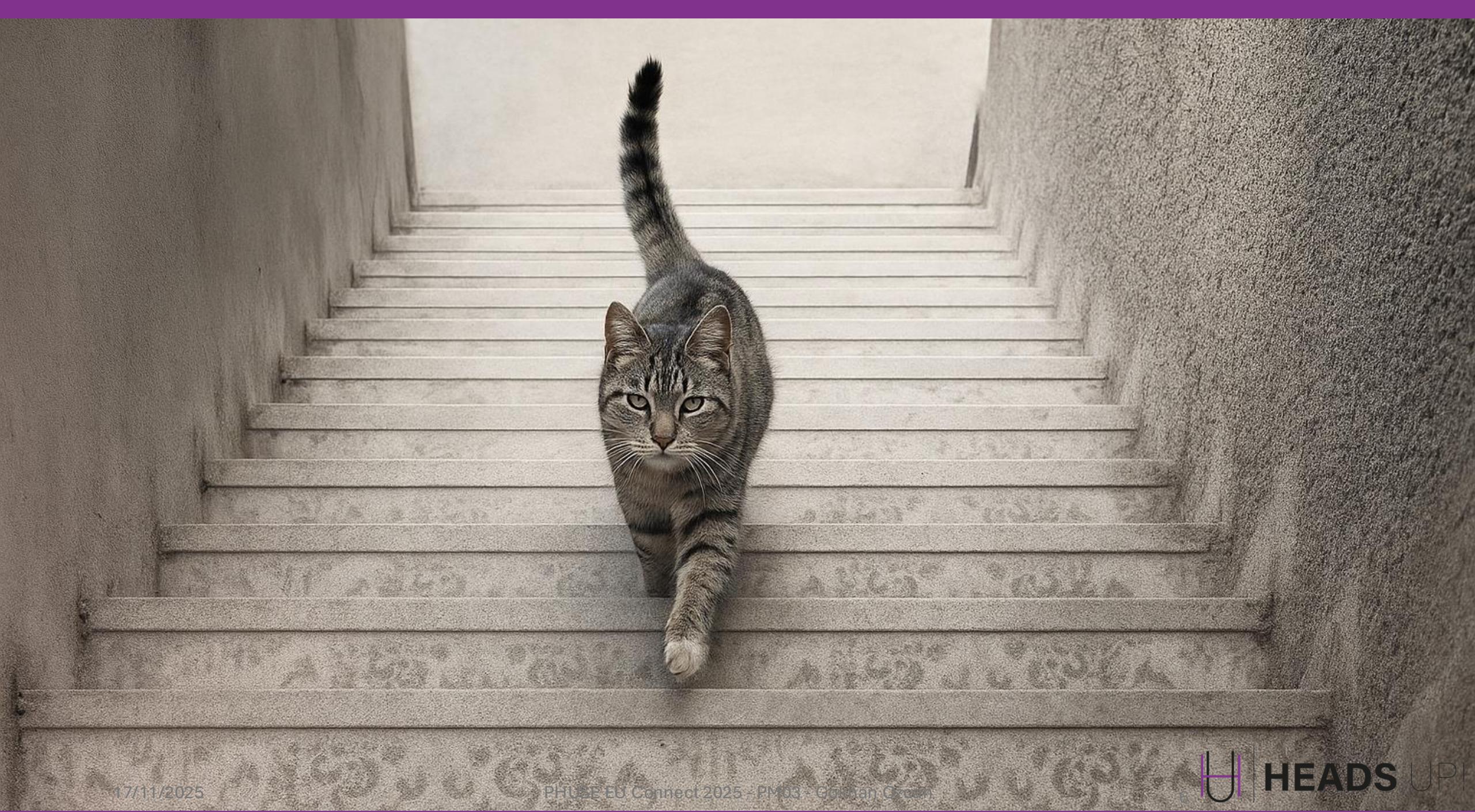
„An optimist sees an opportunity in every calamity; a pessimist sees a calamity in every opportunity”

WINSTON CHURCHILL



„I've never tried that before, so I'm absolutely sure I can do it!”

PIPPI LANGSTRUMPF



LEADING WITH EMOTIONS



Emotional Intelligence



Positive Leadership



Optimism as a leadership resource

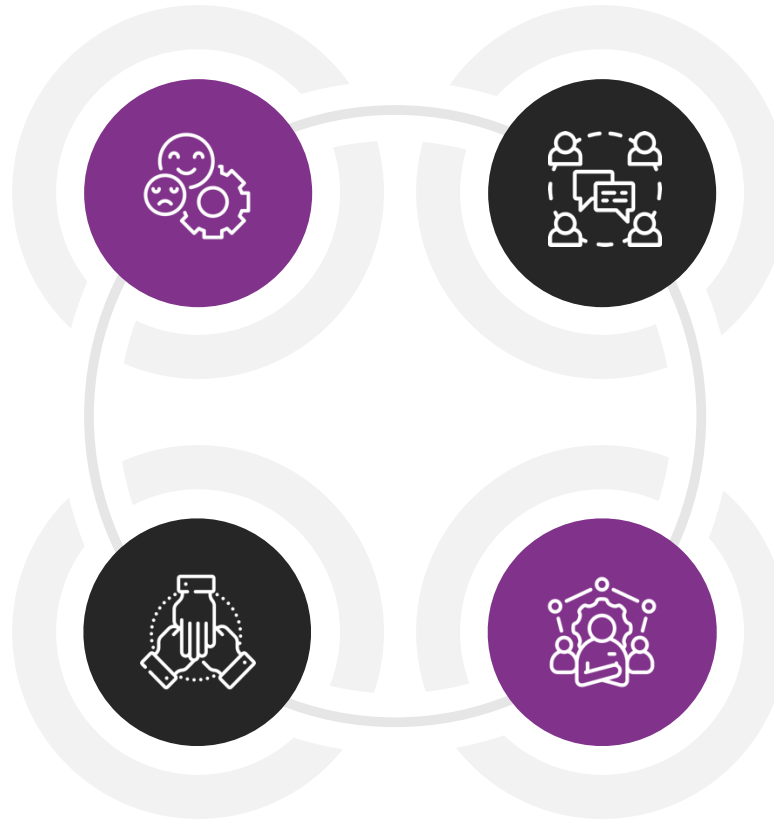
EMOTIONAL INTELLIGENCE

Understanding and managing emotions – in yourself and others

Key to self-regulation and clear communication

Critical for leadership, teamwork & customer relations

Builds empathy, trust and a strong team culture



MAYER-SALOVEY-CARUSO-MODEL (ABILITY MODEL)

- Perceiving Emotions
- Using Emotions to Facilitate Thought
- Understanding Emotions
- Managing Emotions



GOLEMANS MIXED MODEL



Self-Awareness



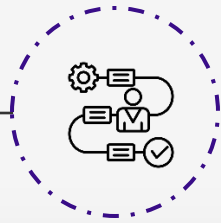
Self-Regulation



Motivation



Empathy



Social Skills

POSITIVE LEADERSHIP



ROOTED IN POSITIVE PSYCHOLOGY

- Developed by Martin Seligman
- Focus on human potential
- What helps people thrive – not just survive



FROM POSITIVE PSYCHOLOGY TO POSITIVE LEADERSHIP

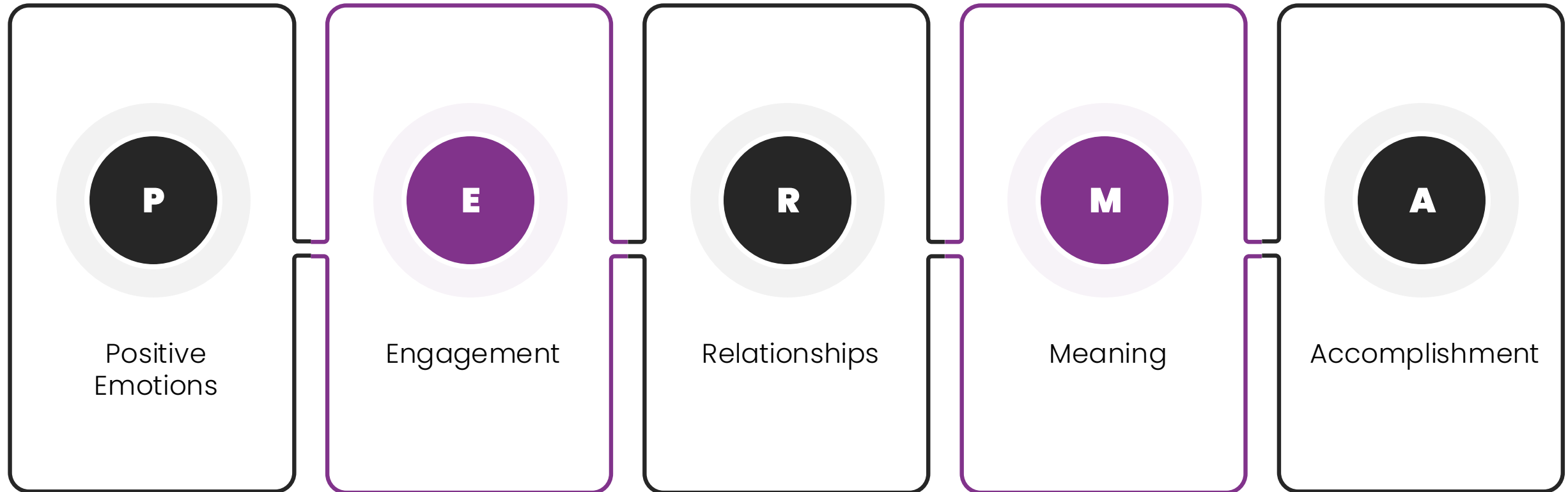
- Strength instead of weakness
- Energy instead of control
- Purpose instead of just performance

Key message:
“Positive leaders lead with emotion — not in spite of it.”

COMPARISON OF POSITIVE LEADERSHIP MODELS

Model	Core Focus	Emotional Aspect
PERMA (Seligman)	Well-being & Meaning	Positive Emotions
Strengths-Based	Individual Strengths	Motivation through Recognition
Positive Leadership	Positive Structures	Positive Relationships
Servant Leadership	Empathy & Service	Trust and Emotional Safety
Transformational	Vision & Development	Inspiration and Emotional Drive

PERMA-MODEL (SELIGMAN)



CONCLUSION



Leadership
is emotional, not just rational



Optimism
is a leadership resource



Positive leadership
creates environments where
people thrive

The best part? You can learn it!

TAKE AWAY MESSAGE



Don't make **decisions**
when you're **sad**



Don't make **promises**
when you're **happy**



Don't **respond** when you're
angry

A black and white portrait of Maya Angelou, an elderly woman with short, curly grey hair, looking upwards and to the right. She is wearing a dark, long-sleeved top and a long, multi-strand pearl necklace. The background is white with a large, dark grey rounded rectangle on the right side containing text. There are also purple circular shapes on the left and right edges of the image.

„People will forget what you said, people will forget what you did, but people will never forget how you made them feel.“

MAYA ANGELOU