



26th March: Spreading good vibes is good leadership, read with your ears, and Go Phillies!

Dear Team,

There's a slight irony to a new term I came across today, but I hope it's a good one: The term is "Positive Emotional Contagion". And whilst I fully accept it's a psychological term way more likely to get us HRD types more excited than some, actually at it's heart is a vital leadership construct for us to make sure we exercise at the current time.

Basically it's reminding us that attitude is contagious, and nowhere moreso than our leadership influence. Our leadership practices I shared last week, are based on Transformational leadership theory. That means they focus on things like motivating team members, talking about shared goals (long and short term), and helping recognise and manage individual needs. All absolutely on-point for what we need right now.

Unsurprisingly, transformational leadership styles have been directly linked to positive emotional contagion and increases in morale and performance. There's a couple of slides attached that present the framework behind this and what it means in practice - have a look, and go and be contagious in a nice way.

Second up today, and thinking about how to unwind and create down time, the people behind 'Audible', the spoken-word book app have made a lot of titles free for the next few weeks. I've been using audible for a couple of years now and have enjoyed the variety and range it offers. Who in your team uses it already? Is it worth a share? Go and find out here: <https://stories.audible.com/start-listen>

Finally, in solidarity with our USA community, today is Opening Day of the Baseball Season. The bad news is that of course, nobody's going to Citizens Bank Park, but the good news is that MLB are streaming classic games and events for free, so you can take a look at this and then tomorrow, call your colleagues in the USA and ask them to explain what on earth a Baltimore Chop is. <https://www.mlb.com/news/opening-day-at-home>

Thanks all, Stay well and best wishes,

Steve