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Humble Leadership: The Key to Employee Engagement

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Humble Leadership:
The Key to Employee Engagement

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MS in Leadership

Winter 2017

Humble Leadership:
The Key to Employee Engagement

Create a compelling case for integrating humility into generally recognized leadership competencies

- Defining Humility

- Behaviors Associated with Humble Leadership

- Organizational Outcomes Associated with Humble Leadership

- Affective States Elicited in Followers

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Definition
- Accurate self-knowledge
- Personal malleability
- Other-orientation
- Secure
- Owns limitations

Behavior
- Acknowledging limitations, faults, and mistakes
- Openness to new ideas and contradictory information
- Valuing and highlighting the contributions of others
- Avoids attitudes of both superiority and/or inferiority
- Understands effects of limitations; works to lessen impact

Competencies
- Displays honesty and integrity
- Innovation
- Inspiring and motivating others
- Building relationships
- Developing others
- Collaboration and teamwork

Outcomes
- High organizational and leader identification
- Employees seek higher levels of capability/competence
- High performing, self-regulating teams
- Fosters constructive interpersonal processes
- Empowered organizational environment

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Participants' Responses

"However, his kindness and patience with people made people love him despite some style issues."

"The attributes of being humble all carry with them an inherent respect that resonates with most people. It had a substantial influence on me, encouraging me to do the same."

"His praise and affirmation made me want to really strive to do great work."

"She role modeled effective/desirable behavior, offered useful tools, strategies, and resources, but never pressured anyone to do things her way. She continues to be an informal mentor, source of inspiration and support, and a reliable friend."

"I think humility adds to and amplifies positive leadership attributes."

"He was, however, the first to step in front of a "speeding blame bullet" stating that he was responsible for the direction of the team and the team members. If a mistake or misstep was made, it was to be blamed on him and not on a member of his team. THEN he would work with the team member(s) involved in the particular situation to address any corrective action or coaching needed."

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