



# Executive Leadership

## People Led- Leadership

### Definition of People Led Leadership:

A leadership approach that prioritises the growth, well-being, & empowerment of team members

	Traditional Leadership	People Led Leadership
Decision-Making	Decisions made by senior executives with little input from employees.	Decisions involve input from all levels, empowering employees to make informed choices.
Communication	Information flows from the top down, with limited feedback channels.	Open dialogue and active listening between leaders and employees
Employee Empowerment	Command and Control Leaders direct activities with strict adherence to rules.	Empowerment and Autonomy Employees are given authority and resources to make decisions.
Employee Development	Performance-Based Focus Emphasis on achieving specific targets, with limited development opportunities.	Growth and Development Focus Prioritizes long-term growth through training, mentoring, and continuous learning.
Recognition & Reward	Infrequent and Formal Rewards based on rigid metrics, given infrequently.	Frequent and Personalized Regular, meaningful recognition acknowledging individual contributions.