

SUPPORTIVE LEADERSHIP

How do you feel when you hear the question: **why didn't you do it this way...?** How about when you're the one asking?

How is it possible that when the doctor tells people to change their life or prepare for the worst only one in seven can put down cigarettes or pick up a sport? It is very clear what they have to do to avoid sickness or death even. The stakes are the highest they can be, yet only a small fraction of people are able to change.

In a business environment, we consider change just as important regarding less unequivocal and obviously less essential things. If the expected change doesn't happen, a pedant, superiority instinct kicks in automatically – and we tell other people what and how should they have done differently. This is how we react to the failed change attempts of others, but we hate it when someone does the same with us. Good advice rarely reaches its goal. So what is the secret of successful and lasting change?

Our training– through parenting examples – lends a helping hand to leaders, who are really interested in improving their organization.

These two situations are very different, but the few mutual points shed light on such important issues, as the strong emotions that accompany change processes. Understanding and processing these emotions can help end a long debated project cycle, or make a decision about going to college.

Whoever understands what helps and what hinders someone in the process of real change, is able to offer real support and not just react to the superficial behavior, running the same circles over and over again.

Immunity to change, positive psychology, real empathy. These instruments are beneficial for people both in their careers and personal life as well.

This is the essence of Supportive leadership.