

Leading with Love Model



LEADING with LOVE

Redefining Leadership Worldwide - Anchored in Science, Trust and Heart

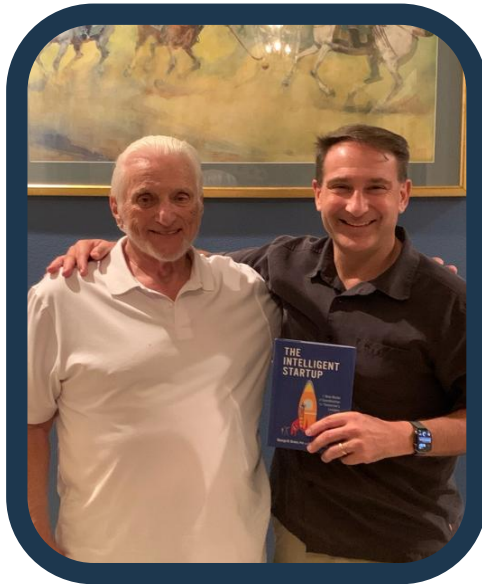
Get to know Dr. Bob better through his website:

www.leadingwithlove.com



Research Meets Real-life Experience

Leader-Member Exchange Theory

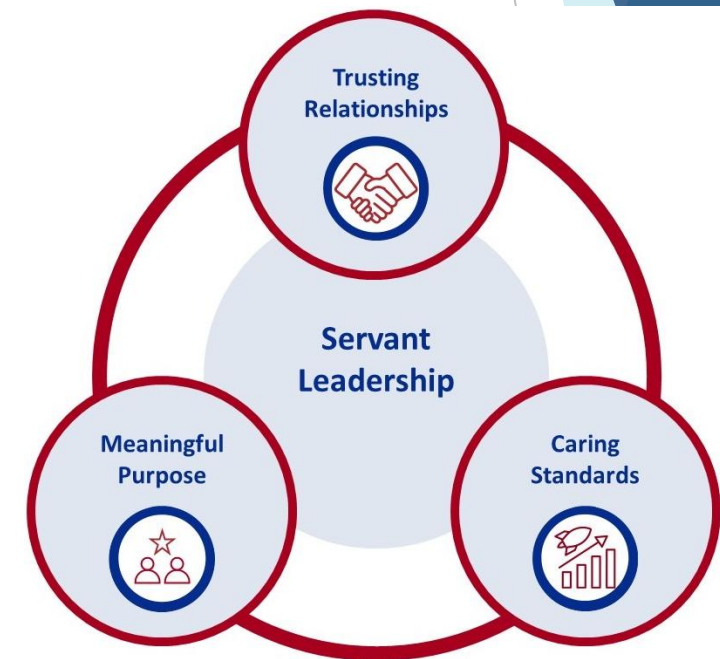


Dr. George Graen

When relationships improve,
everything improves.

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When you lead with love, you don't just lead
better, you live better.

The Power of Relationships: LMX-7 Questionnaire



LMX 7 Questionnaire

Instructions: This questionnaire contains items that ask you to describe your relationship with either your leader or one of your subordinates. For each of the items, indicate the degree to which you think the item is true for you by circling one of the responses that appear below the item.

1. Do you know where you stand with your leader (follower) . . . [and] do you usually know how satisfied your leader (follower) is with what you do?

Rarely	Occasionally	Sometimes	Fairly Often	Very Often
1	2	3	4	5

2. How well does your leader (follower) understand your job problems and needs?

Not a Bit	A Little	A Fair Amount	Quite A Bit	A Great Deal
1	2	3	4	5

3. How well does your leader (follower) recognize your potential?

Not At All	A Little	Moderately	Mostly	Fully
1	2	3	4	5

4. Regardless of how much formal authority your leader (follower) has built into his or her position, what are the chances that your leader (follower) would use his or her power to help you solve problems in your work?

None	Small	Moderate	High	Very High
1	2	3	4	5

5. Again, regardless of the amount of formal authority your leader (follower) has, what are the chances that he or she would "bail you out" at his or her expense?

None	Small	Moderate	High	Very High
1	2	3	4	5

6. I have enough confidence in my leader (follower) that I would defend and justify his or her decision if he or she were not present to do so.

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
1	2	3	4	5

7. How would you characterize your working relationship with your leader (follower)?

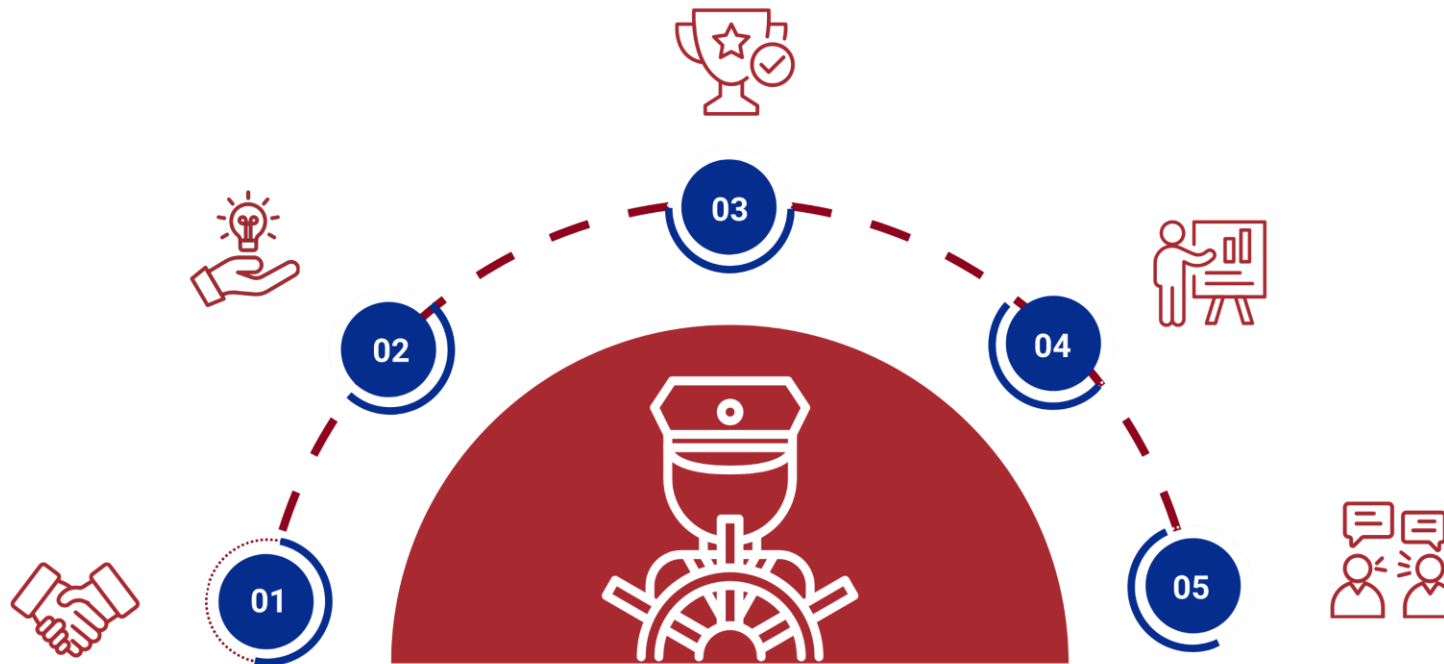
Extremely Ineffective	Worse than Average	Average	Better than Average	Extremely Effective
1	2	3	4	5

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SOURCE: Reprinted from "Relationship-Based Approach to Leadership: Development of Leader-Member Exchange (LMX) Theory of Leadership Over 25 Years: Applying a Multi-Level, Multi-Domain Perspective," by G. B. Graen and M. Uhl-Bien, 1995, Leadership Quarterly, 6(2), 219-247

The Power of Relationships: 5 Step Process



Results

The Value of Learning and Applying the Leader-Member Exchange Theory

- Promotes higher engagement and motivation
- Encourages ethical and empathetic decision-making
- Fosters a culture of purpose and belonging
- Improves retention, mental health, and well-being
- Builds a pipeline of transformational leaders





Results: People in High-Trust Companies Report

74%

Less
Stress

106%

More Energy
at Work

50%

Higher
Productivity

13%

Few Sick
Days

29%

More Life
Satisfaction

40%

Less
Burnout

Source: [The Neuroscience of Trust](#), Harvard Business Review (January-February 2017)



Results: Outcomes

Domain	Outcome	% Change (High vs. Low LMX)	Key Source
Individual	Job Satisfaction Organizational Commitment Performance Reduced Burnout	+35–40% +25–30% +20–27% –30%	Gerstner & Day (1997) Erdogan & Liden (2002) Ilies et al. (2007) Dulebohn et al. (2012)
Team	Cohesion Knowledge Sharing Team Performance	+25% +22% +20–25%	Graen & Uhl-Bien (1995) Liden et al. (1997) Harris et al. (2009)
Organization	Reduced Turnover Intentions Organizational Citizenship Innovation/Creativity	–35% +28% +30–35%	Gerstner & Day (1997) Ilies et al. (2007) Volmer et al. (2012)
Leadership	Trust in Leaders Career Development	+40% +33%	Graen & Uhl-Bien (1995) Erdogan & Enders (2007)