

## HOW YOU CAN MEET THE REQUIREMENTS OF SUSTAINABLE LEADERSHIP

» **FIRST** we need to understand what sustainable leadership means. All of my mentoring cases have included topics concerning sustainable leadership and human diversity.

Let me specify. In my opinion the core of sustainable leadership is how the leader treats subordinates. Is the leader for them or does she think that all those people are for her? The leader should make her everything to improve work conditions. Happy employee is hundred times more productive than an unhappy one.

One-size-fits-all-leadership does not work. Every human is unique and needs unique leading style. When one needs constant support the other needs to be

left alone. If you find it hard in a familiar local environment, the difficulty factor even increases when going international. You need to understand cultural differences alongside with the business cultural aspects.

In our professional leadership mentoring we always dig deep into the diversity of mentee's subordinates. We try to understand what motivates these individuals and what kind of leadership they deserve. It's not easy, but it can be done and it gives outstanding results.

Also you are able to use trial and error method, which is very good in a long run. If you need to learn faster or avoid mistakes, you can always turn to professionals. TONI HINKKA

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