



Positive leadership and flourishing organisation

Dr Eliisa Leskisenoja
MEd Suvi-Tuuli Kaleva



What will happen
when we think
about what
is **RIGHT**
with people rather
than fixating on
what is **WRONG**
with them?

Donald O. Clifton

Positive leadership

refers to the implementation of multiple **POSITIVE PRACTICES** that help individuals and organisations achieve their highest potential, flourish at work, experience elevating energy and achieve levels of effectiveness **DIFFICULT TO ATTAIN OTHERWISE.**

Cameron 2013





The happiness advantage

Achor 2011

An optimistic, positive
brain is

**30 % MORE
PRODUCTIVE**

than when negative,
neutral or stressed.

Achor 2011



Happiness advantage at work

WELL-BEING

EMPLOYEES ARE...

- more creative and innovative
- more accurate and analytical
- healthier (sick leaves, burn outs)
- more engaged
- loyal to employer
- more cooperative
- more reliable
- helpful and supportive
- better at resolving conflicts

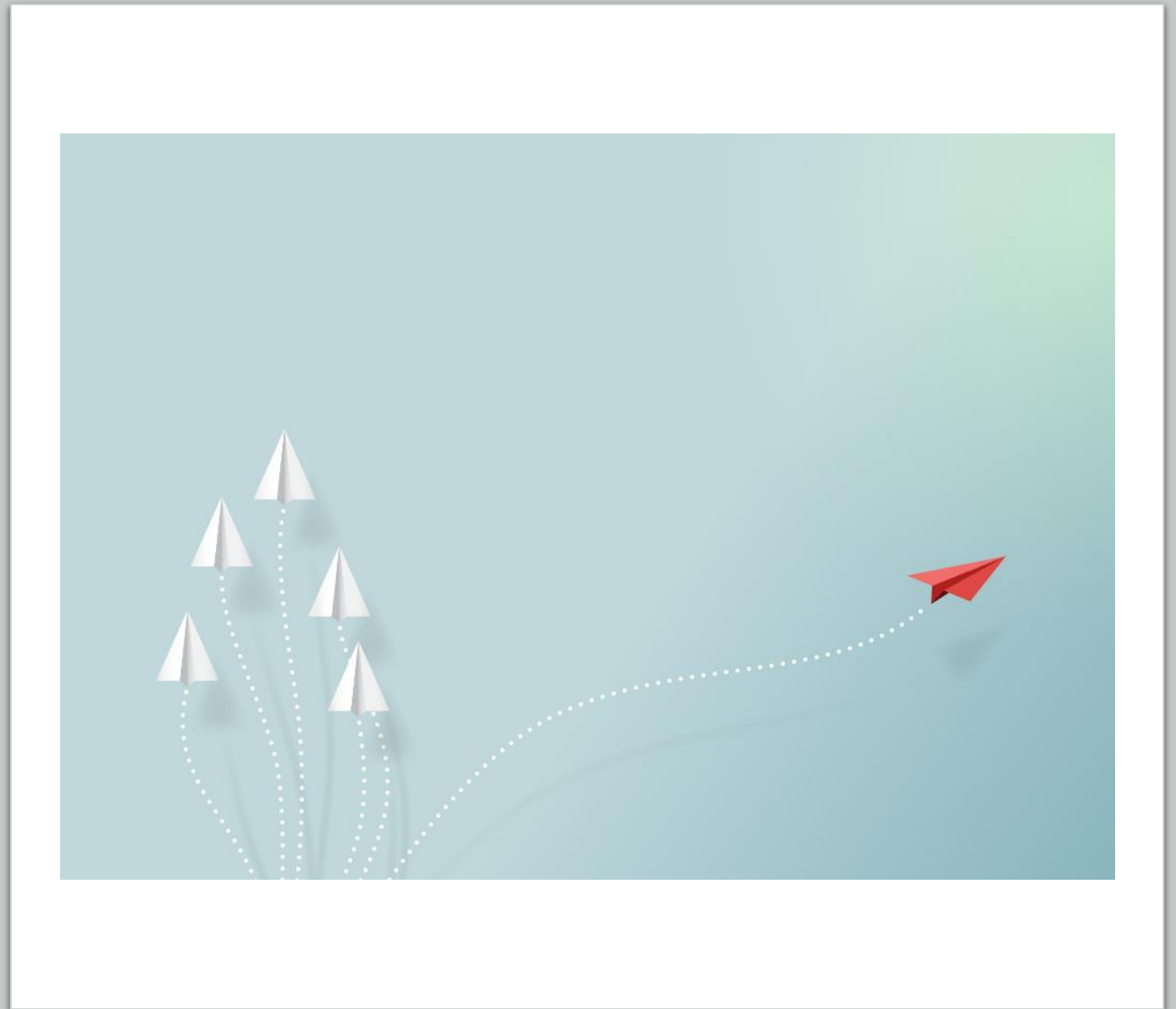
**Productivity and effectivity
increase even 20 %!**



Positive leadership orientations

- facilitates positively deviant performance.
- features an affirmative bias, orientation towards the positive.
- fosters the good and virtuousness in people.

Cameron 2012



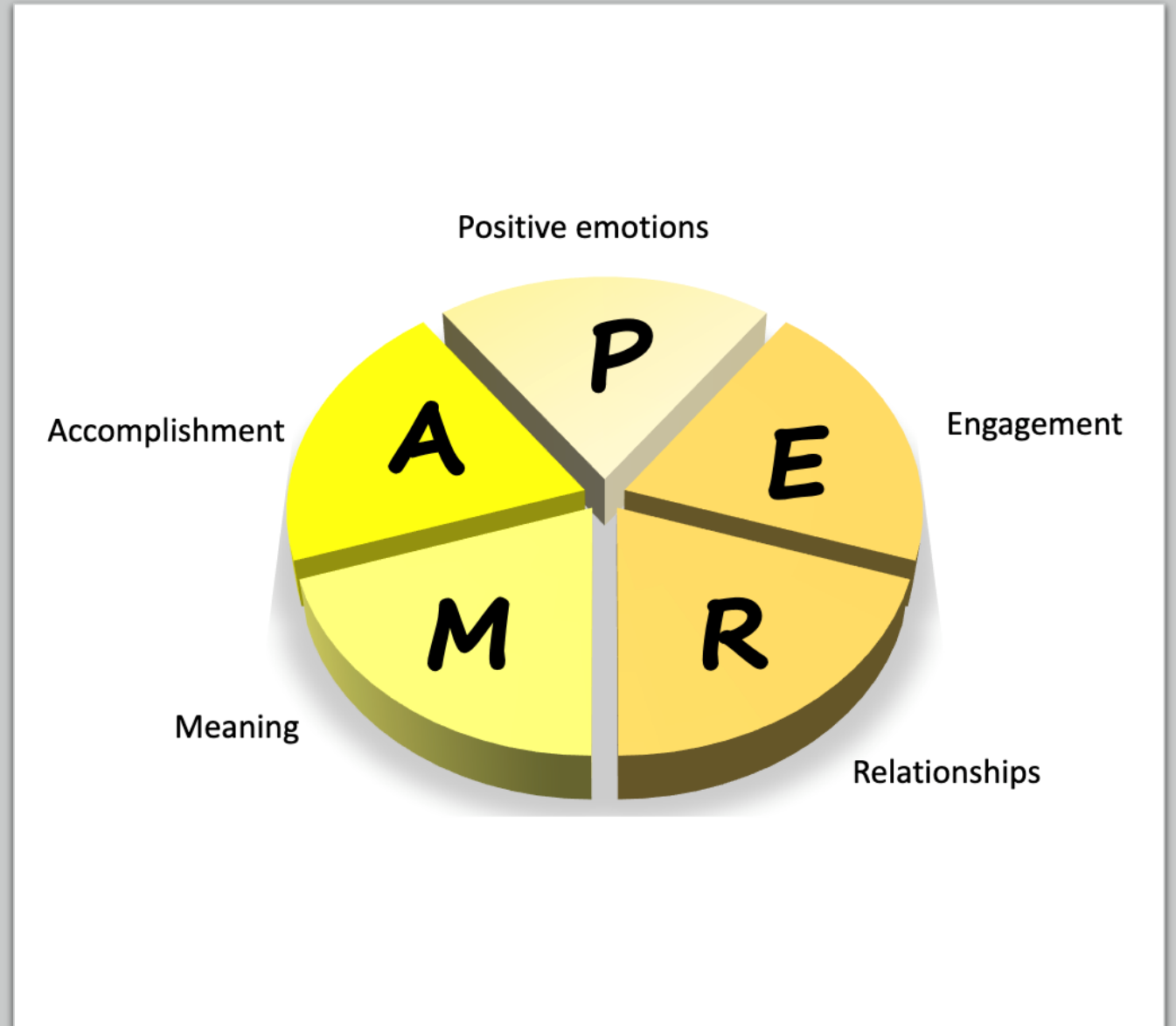
Being a positive leader
not only makes you
better.

It makes **EVERYONE**
around you better.



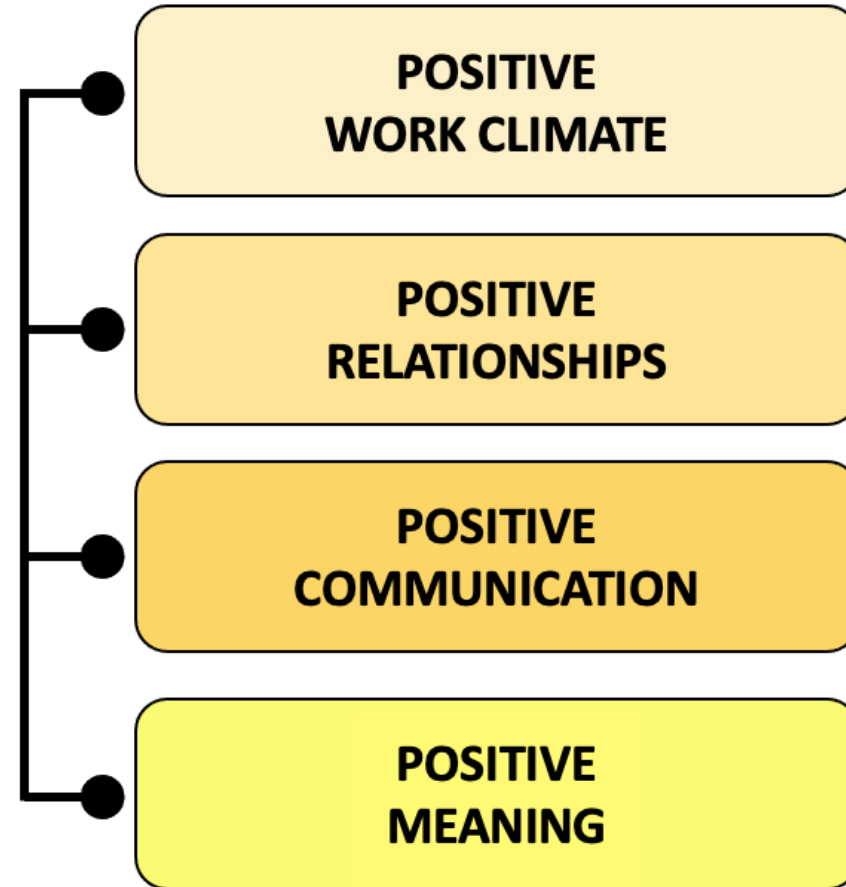
The PERMA model

Seligman 2011



Four positive leadership strategies

Cameron 2012



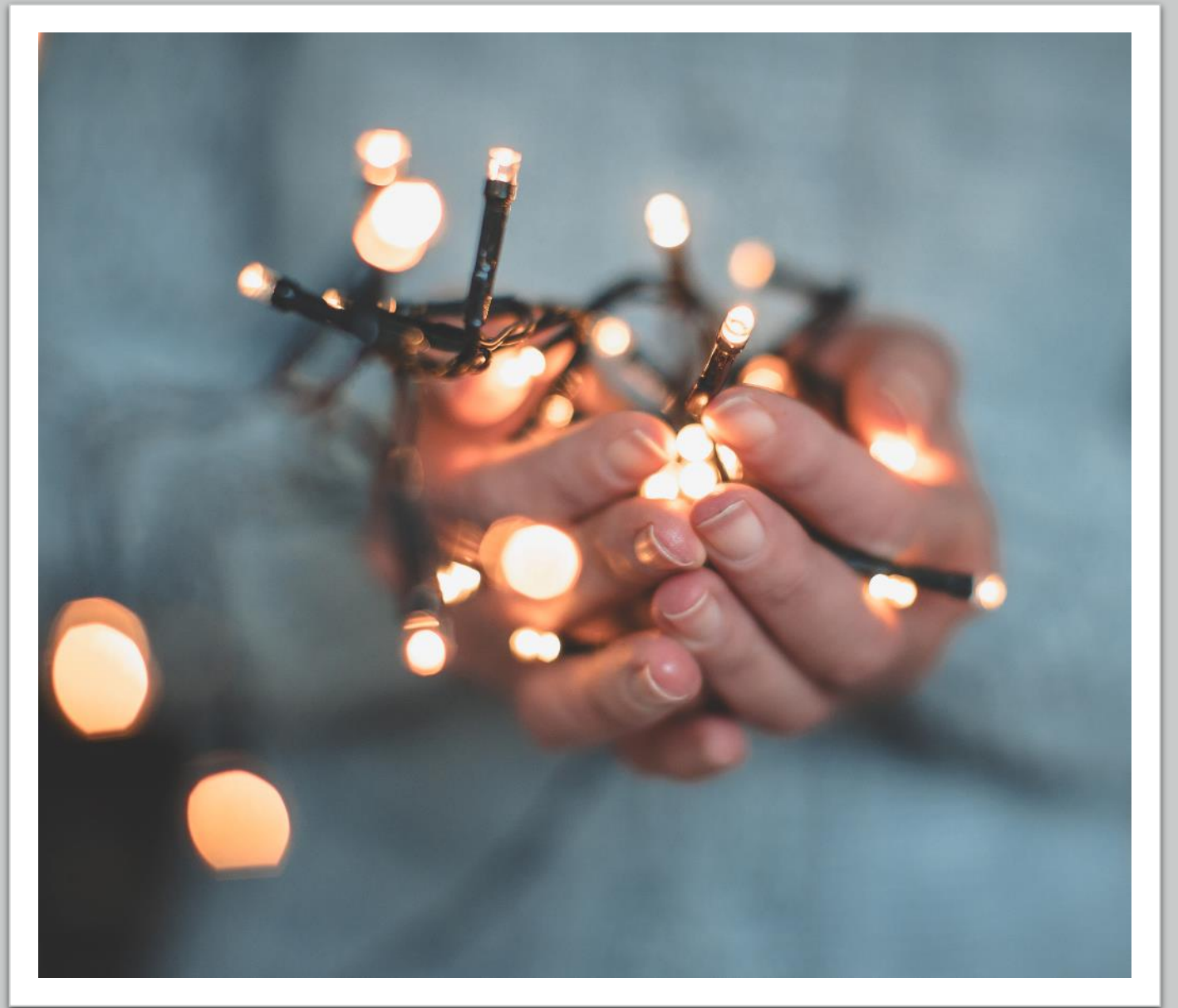
Love the people
you lead.



Notice the good.



Cultivate
virtuous
actions.





Focus on
strengths,
not
weaknesses.

The VIA- classification of character strengths

WISDOM

1. Creativity
2. Curiosity
3. Judgement
4. Love of learning
5. Perspective

JUSTICE

13. Teamwork
14. Fairness
15. Leadership

COURAGE

6. Bravery
7. Perseverance
8. Honesty
9. Zest

TEMPERANCE

16. Forgiveness
17. Humility
18. Prudence
19. Self-regulation

HUMANITY

10. Love
11. Kindness
12. Social intelligence

TRANSCENDENCE

20. Appreciation of beauty and excellence
21. Gratitude
22. Hope
23. Humour
24. Spirituality





Enable
positive
relationships.



Foster positive communication.

Share success stories.





Being positive won't
guarantee you'll
succeed.

But being negative
will guarantee
you won't.

Jon Gordon



Thank you!

