



Evidence Based Leadership

ProEco Leaders 2023 | Beata Mosór

Agenda 6.07.2023

Start



**Evidence Based
Leadership**

9:30 - 12:15

9:00 - 9:30

Agenda, Goal, Contract

What does 'evidence-based'
mean?

Value(s) in
Evidence-Based Leadership

Tools & good practices

10:30 - 10:45 - Coffee Break

Introduce Yourself with **Your Top Value**

INTRODUCTION

What will make us work efficiently together?

CONTRACT

**Switch off
the phones.**

Focus

**Keep
confidentiality.**

Las Vegas

**Appreciate
diversity.**

Be Open

**Treat others as
you would like
to be treated.**

Be Kind

**Don't interrupt
others.**

Listen

**Do not give advice.
Share experience**

CONTRACT

Gathering knowledge & discussing

Evidence-Based Leadership

GOAL

What does being an **'evidence-based' leader** mean to you?

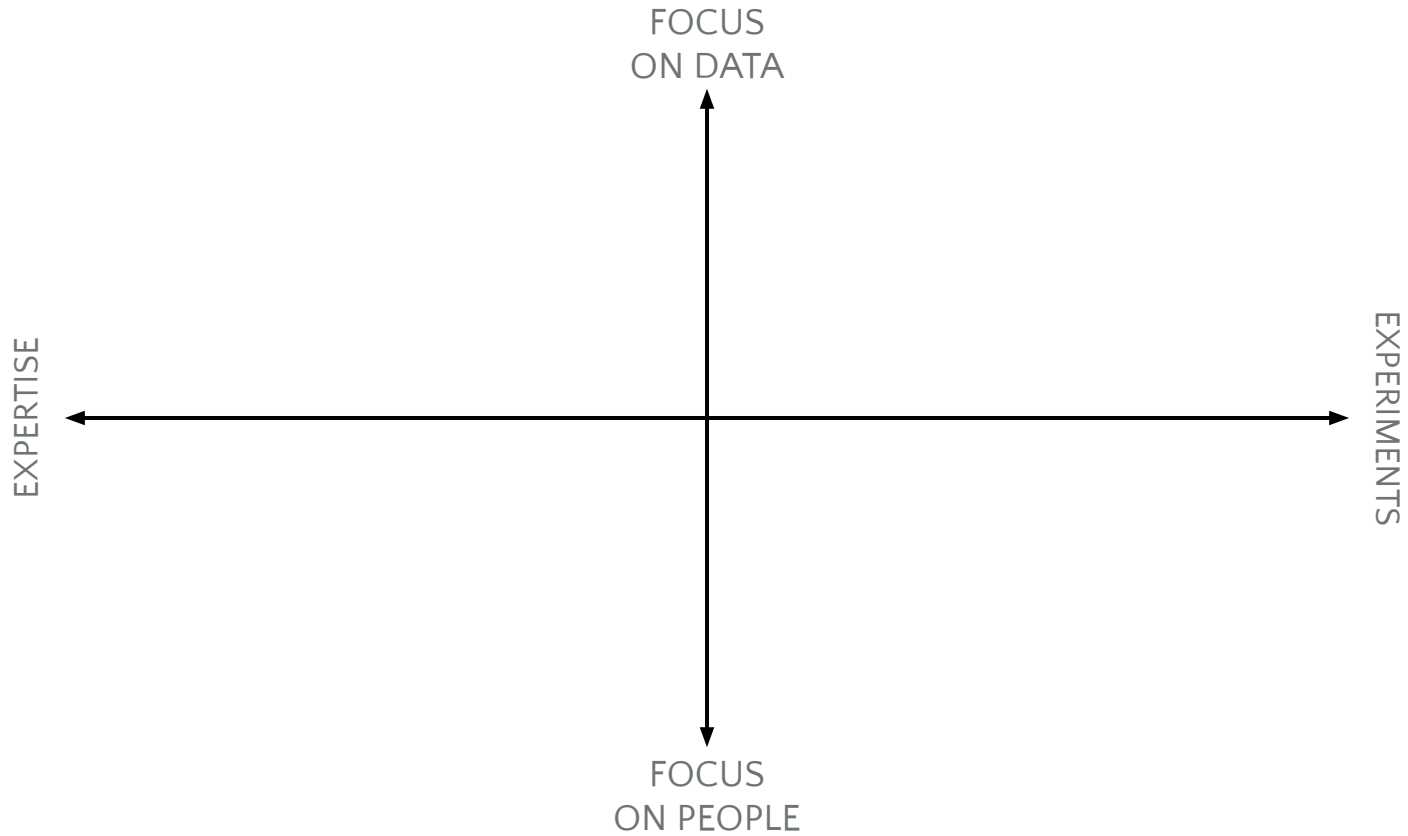
INDIVIDUAL | 3 MINUTES | 1 x 1 STICKY NOTE

What does 'evidence-based' leadership mean to you?

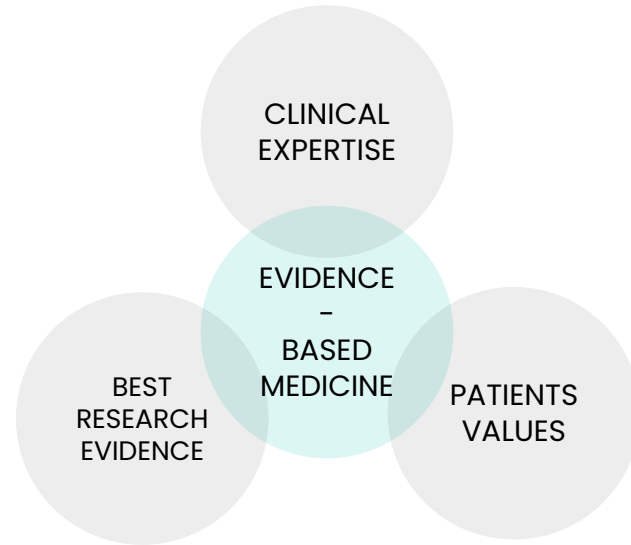
3 GROUPS | 8 MINUTES | 1 x 1 STICKY NOTE

Let's group it **into categories** and
name them.

3 GROUPS | 2 MINUTES



Evidence-based... medicine



80' | DAVID SACKETT | ARCHIE COCKRANE

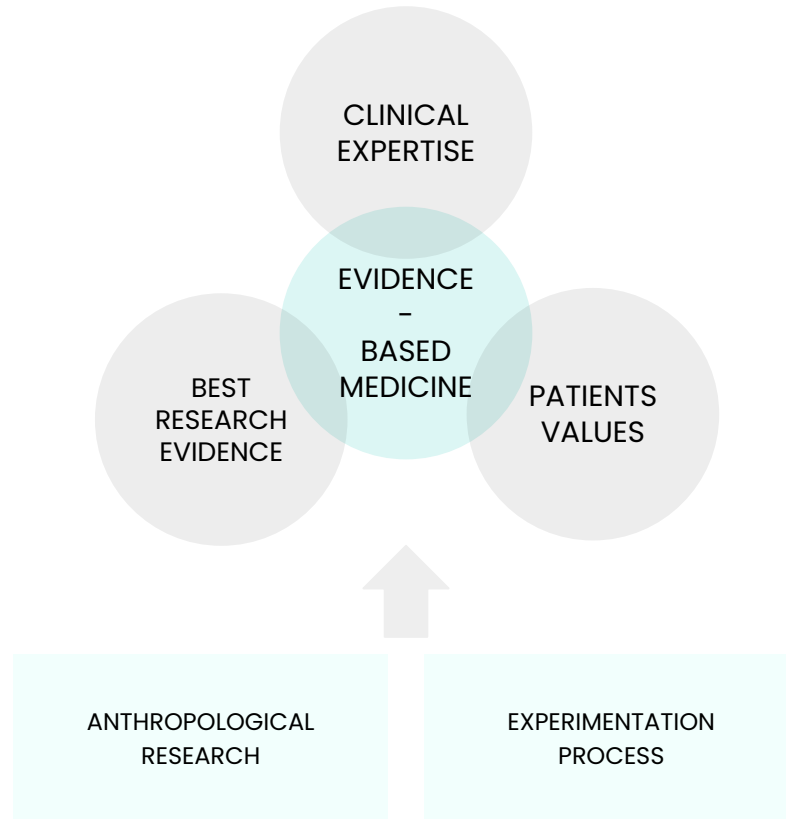
'Effectiveness & Efficiency: Random Reflections on Health Service'

ARCHIE COCHRANE

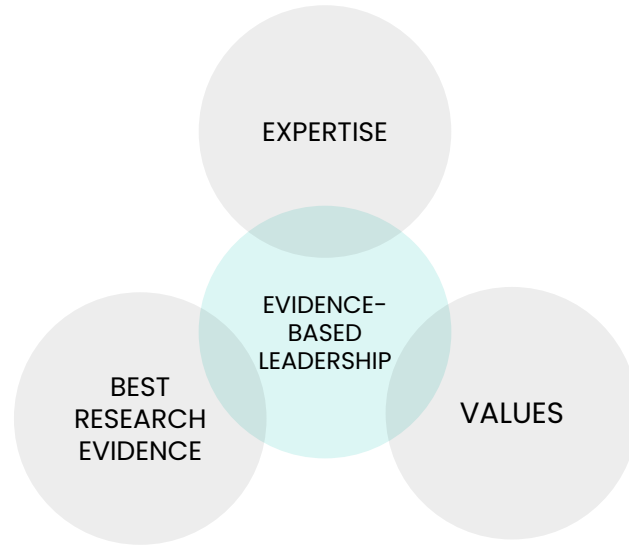
What are your reflections?

OPEN DISCUSSION

Evidence-based... Medicine



Evidence-based leadership



Evidence-based leadership refers to using data and evidence to base the practice of leadership on a variety of sources including:

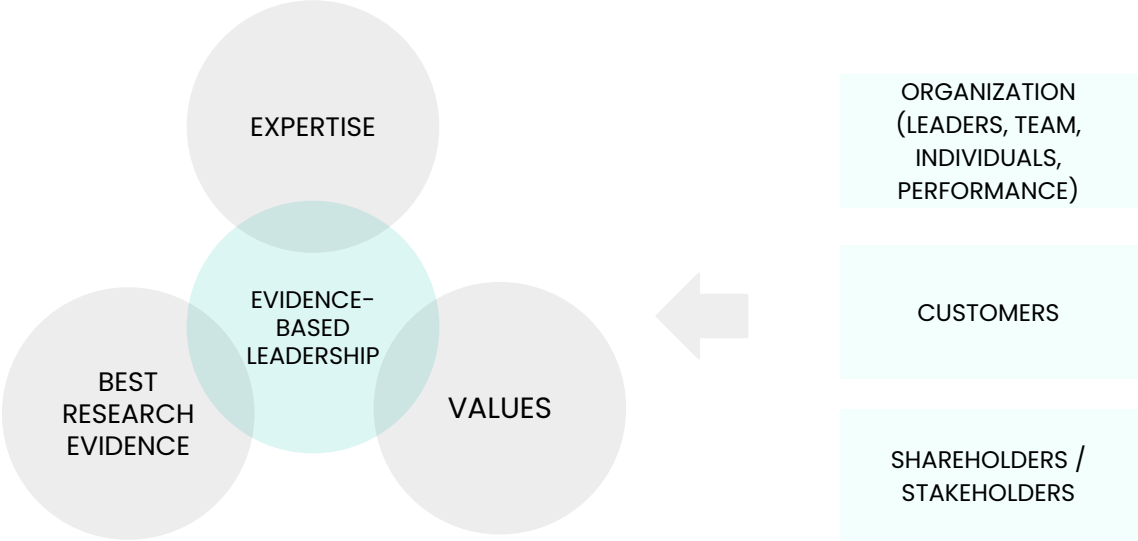
- 1. Research evidence from studies, experiments etc.*
- 2. The leaders' experience*
- 3. Feedback, data and evidence from other sources like:*
 - a. The leaders' followers*
 - b. Organisational performance*
 - c. Stakeholders / shareholders etc.*
 - d. Clients/customers*



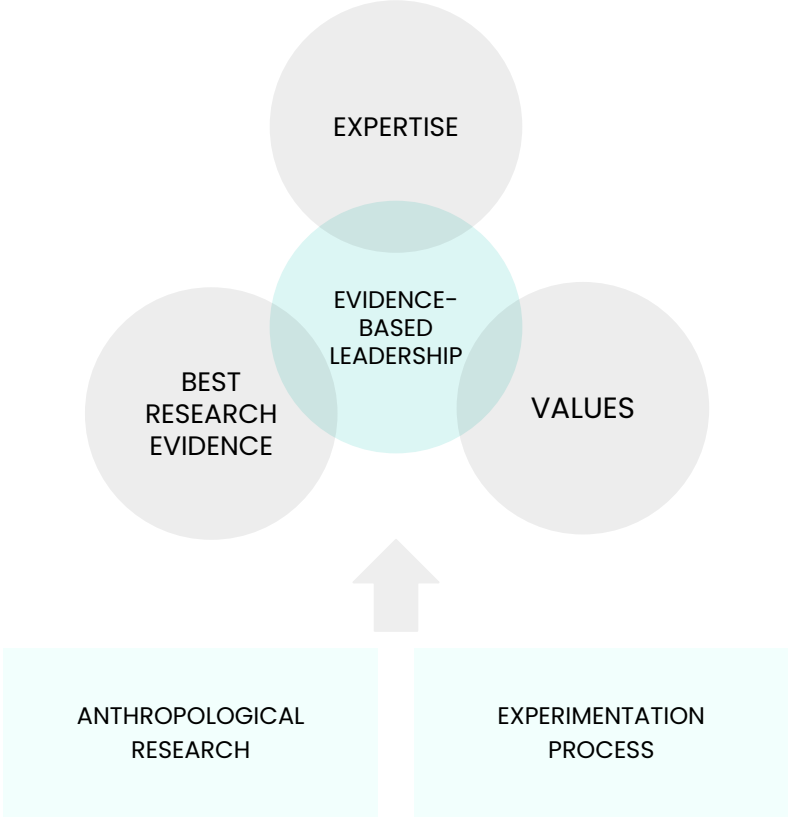
Coffee break!

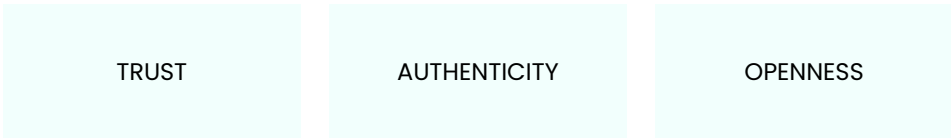
15 MINUTES

Evidence-based leadership



Evidence-based leadership

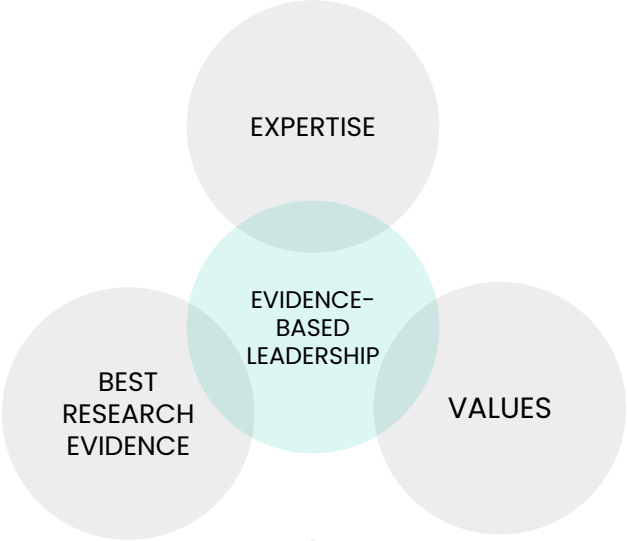




CIRCULARITY

TRANSPARENCY

DIVERSITY =
HUMANITY



ORGANIZATION
(LEADERS, TEAM,
INDIVIDUALS,
PERFORMANCE)

CUSTOMERS

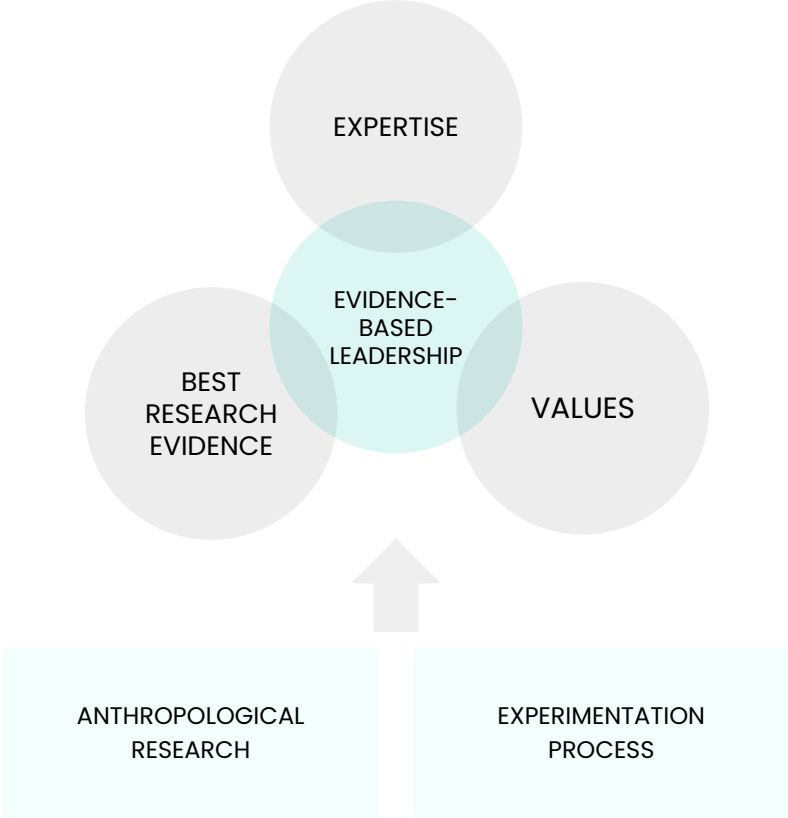
SHAREHOLDERS /
STAKEHOLDERS

ANTHROPOLOGICAL
RESEARCH

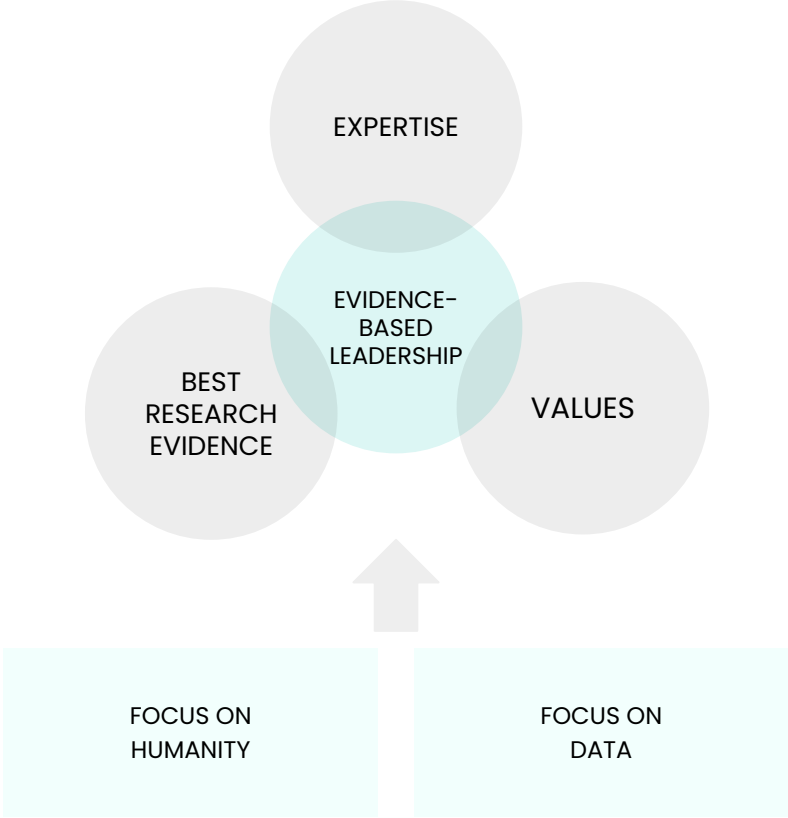
EXPERIMENTATION
PROCESS



Evidence-based leadership



Evidence-based leadership



Let's focus on **value(s)!**

CRUCIAL

How can we better reflect people in org values?

How can we better measure values?

What are the org tools related to values?

3 GROUPS | 3 FLIPS | 5 MINUTES x ROTATION

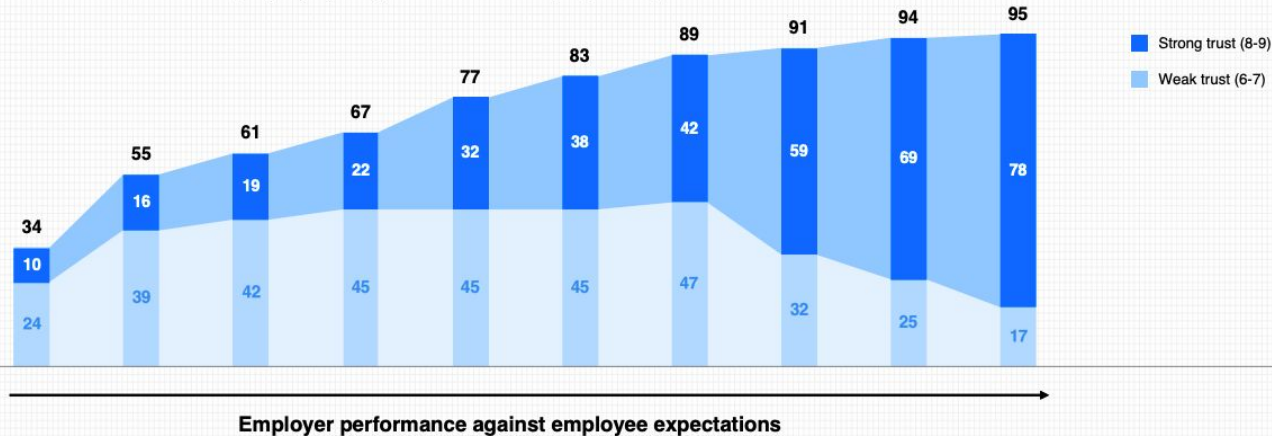
What are your reflections?

OPEN DISCUSSION

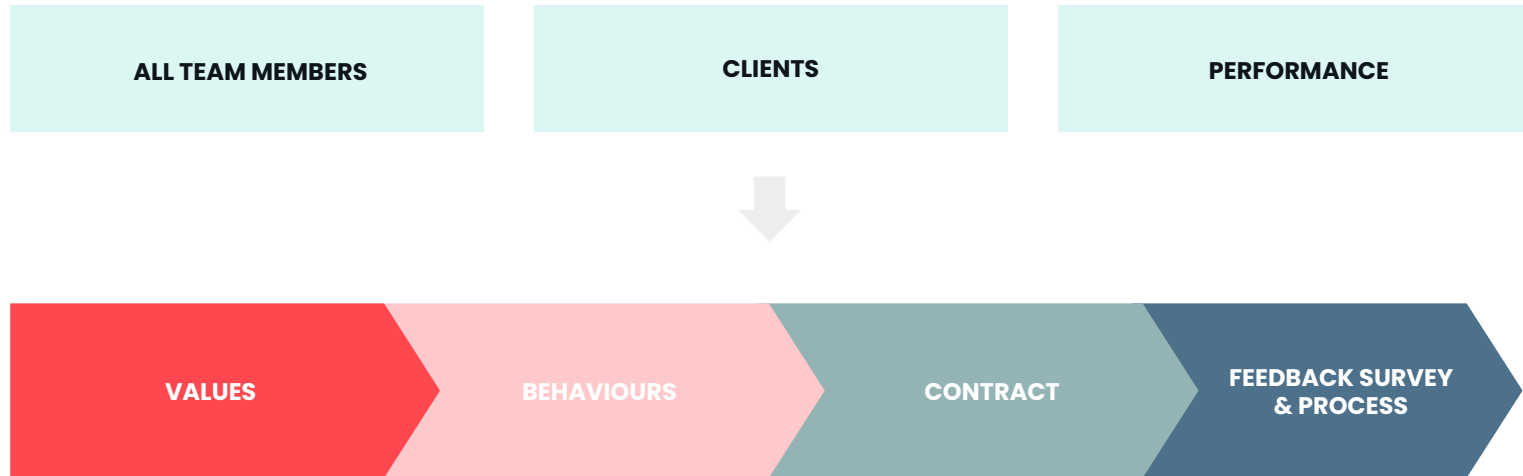
Why is it important?

MEETING EMPLOYEE EXPECTATIONS BUILDS RESILIENT TRUST

Percent who trust their employer, by degree to which employee expectations are met



Feedback process that measures values



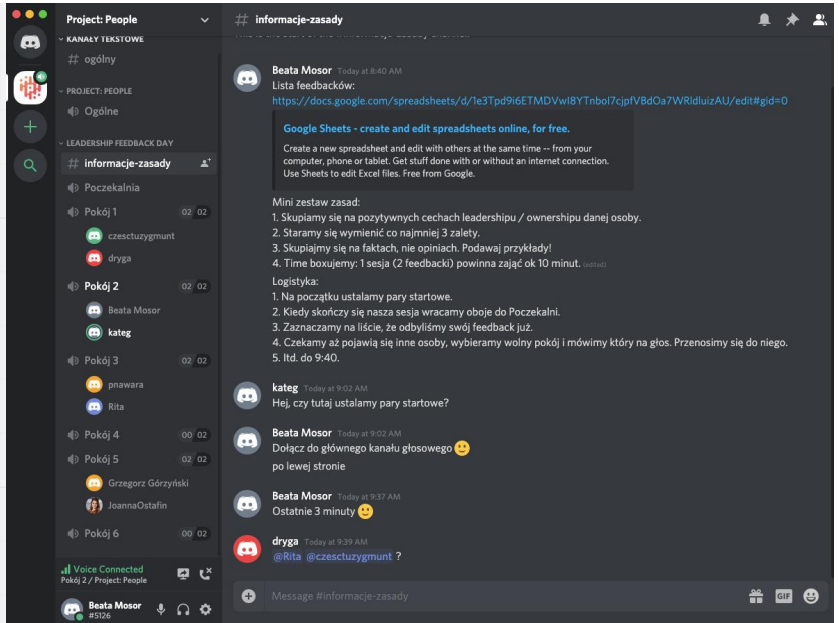
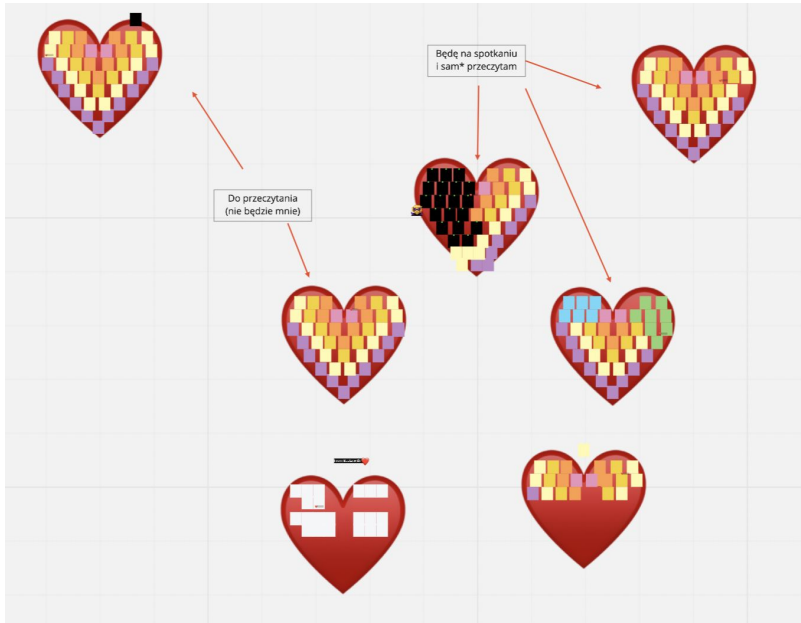
Circular structure at all organizational levels



Strategic workshop that gives the sense of influence & builds transparency and trust



Practicing gratitude in short feedback loops that embrace positive organizational culture



Strong employer brand among GenZ and skills to manage such a team



52,94
eNPS in 2021

[38 at Google >>>](#)

10 /24
Promoters

Organizations in the face of growing from Power/ Authority stage to the Green/ Harmony stage

Circularity

Trust

Transparency

International
team

Anonymity

People focus

Human face of
the
organizations

Lean / Agile at
Scale

Intergenerational
team

Asynchronous
work

Flat / no
management
organization

Zero waste /
Muda

Sense of
influence

Authenticity

Just in time

My long-term mission is to support the development of 1 million leaders



CxO
@Project: People
@Project: Values
@Reversum.io
@Hermes
@Partner

- Female Leader
- Author
- Speaker
- Frameworks & Tools Creator
- Mom

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in / beatamosor

 @beatamosor

Feedback loop!

CRUCIAL