

The Ultimate Leadership Checklist for 2023

Managers are critical to creating an environment where every employee can thrive. Use this checklist, inspired by our research & consulting teams, to guide your own leadership priorities.

- Support employees' expectations by practicing inclusive leadership.**
 - Design your employee engagement/census survey or other listening events to measure the impact of leadership behaviors on your EX today.
 - Engage in a dialogue with employees to ensure they feel heard and to give managers insight into opportunities for improvement.
 - Use this data to [inform your action planning](#) and help managers develop inclusive leadership behaviors.
- Help team members connect with one another.**
 - Incorporate team-building activities and other events into your regular meeting cadence to foster team cohesion, and help employees understand their place in the organization.
- Communicate, communicate, communicate.**
 - Encourage leaders to communicate regularly and openly. Authentic, sometimes vulnerable conversations are critical for establishing trust as well as a sense of psychological safety. (Communication becomes even more critical if [your organization finds itself making cuts](#), or implementing other strategic changes.)
- Practice self-care and address the value of emotional labor.**
 - Encourage each manager to plan for self-care and to take time away for rest and rejuvenation when necessary.
- Understand how the needs and motivations of your employees have changed.**
 - Use listening events to interrogate [the current priorities and requirements your employees have of their experience and their leaders](#), as well as new boundaries they may have put in place.
 - Connect employees to growth opportunities that align with their goals, including promotions, new assignments, or cross-training, and be ready to help them grow outside your organization if needed.
- Craft and communicate a strong Employee Value Proposition (EVP).**
 - Monitor the competitive talent landscape to understand how your pay and rewards compare.
 - Make it a priority to [communicate the unique "why" behind your organization](#), and outline how each employee and job role contributes to that mission.
- Foster a healthy workplace climate.**
 - To mitigate stress and promote employee well-being, set clear goals for your team aligned to desired business outcomes.
 - Be attentive to your most energized, committed employees. When work can wait, encourage them to unplug and recharge.
- Put yourself in your team member's shoes.**
 - Spend time listening and gathering your team's feedback to understand what changes could be made to improve collaboration, communication, and overall effectiveness.
 - Consistently reflect employee performance back to your team — whether through recognition or constructive feedback on performance or quality of work.
- Amplify diversity, equity, and inclusion efforts by focusing on "belonging."**
 - Recognize the importance of belonging and its status as a unique concept that deserves to be tracked over time. (Belonging is an outcome affected by both inclusion and equity activities: when you are successful with inclusion and equity, a high sense of belonging will follow.)
 - Work with your provider to design listening events that help you identify the specific practices that will promote belonging.
- Empower your managers with personalized coaching that drives real behavior change.**
 - Consider a solution like [Perceptyx's Cultivate Intelligent Coaching](#), which observes your managers' digital behavior and provides meaningful insights about areas for improvement, such as responsiveness and recognition.

