



Harmony in Leadership

Nurturing Kindness, Civility, and
Transformational Influence

Introduction

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Introduction

- Name
- Years of experience in government
- Music brings everyone together, no matter where we're from. Share a song that does that for you — and why.

e.g., “One Love” — Bob Marley

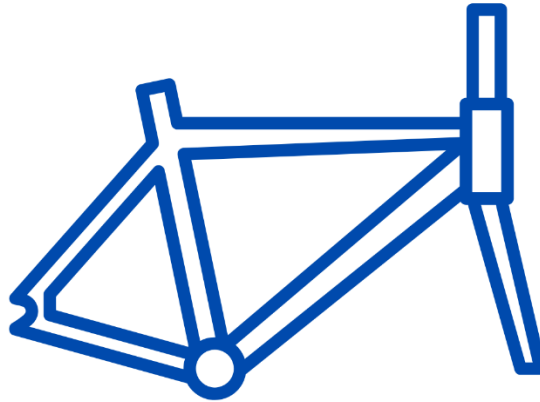


BIKE Municipal Framework





B Frame



Balance

- Leadership requires balancing personal values with public responsibilities.
- This means that effective leadership involves being true to one's principles and beliefs (values) while also fulfilling one's duties and expectations as a leader (public responsibility).
- Our thoughts shape our emotions and actions, ultimately creating the outcomes we experience.

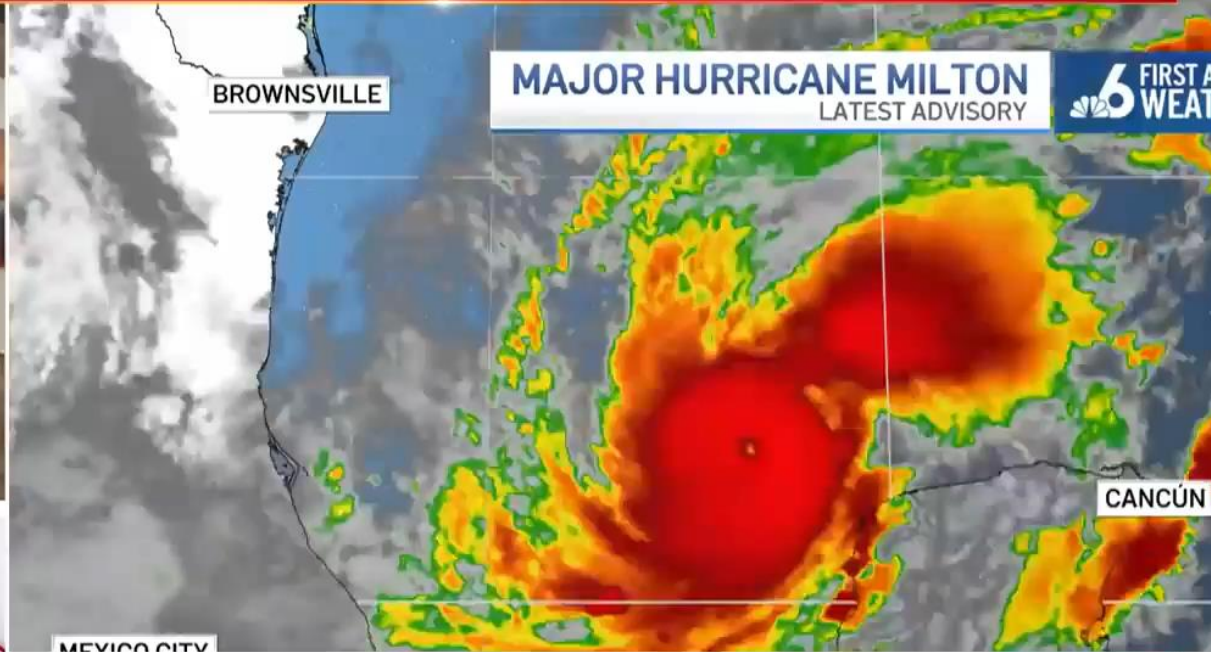
We must ask ourselves, “How are we showing up?”



(Broome, 2025)







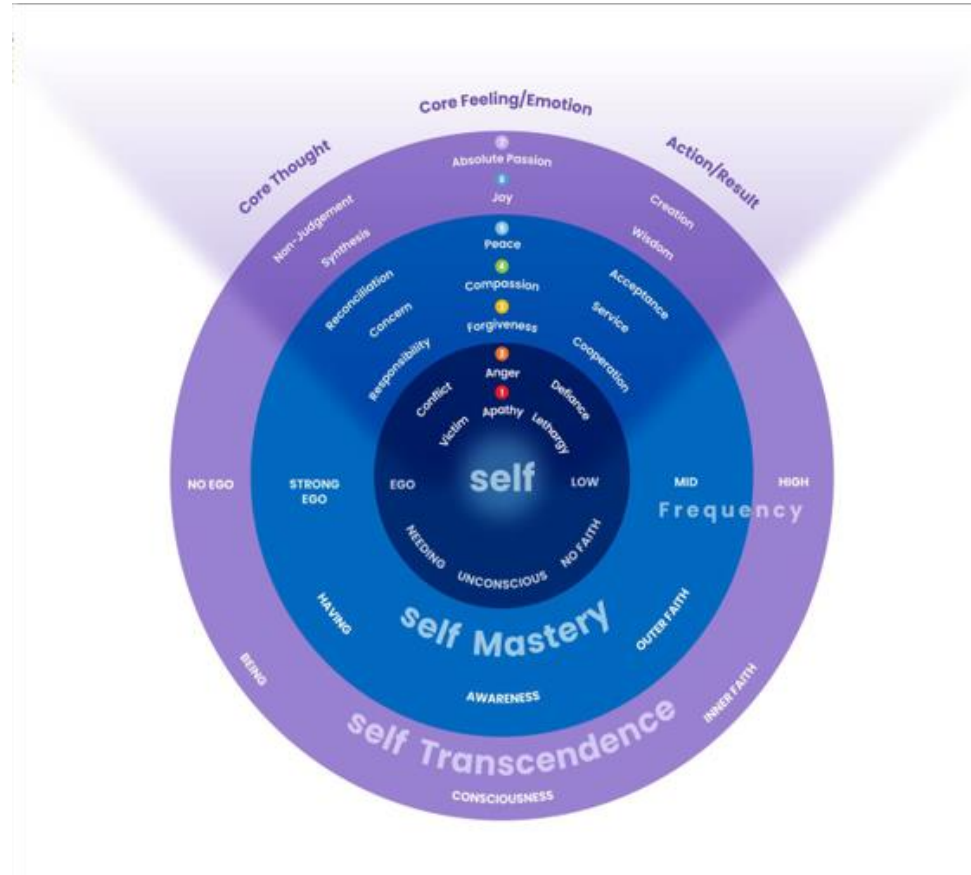
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Let's Talk About It!

Reflect on a recent leadership challenge you experienced. What thoughts influenced how you felt and acted in that moment? How did your actions affect the outcome? If you had approached the situation with a different perspective, how might the outcome have been different?





I Handlebars



Integrity

- Integrity means taking ownership — being willing to own your mistakes and learn from them.
- This matters because leaders who take ownership build trust by demonstrating accountability and humility, which fosters a culture of continuous improvement and mutual respect.
- For municipal leaders, that trust is built the same way every day: through ethical decisions and transparency with the public you serve.

We must ask ourselves, “Would the people I lead say I own my mistakes — or make excuses?”

Let's Talk About It!

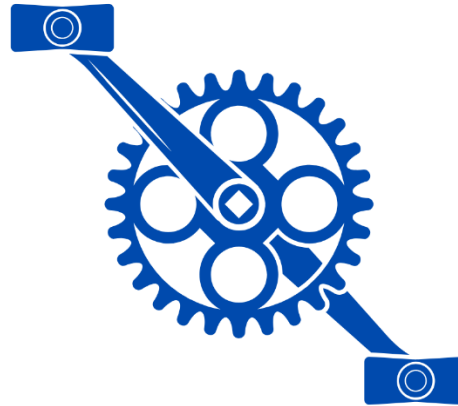
Describe a time you made a difficult decision that went against public opinion. How did it affect trust — and what did you do to rebuild or maintain it?





K

Pedals



Kindness

The Journey of Kindness: Sympathy → Empathy → Compassion

- Kindness is a mindset, not just a mood. Kindness is compassion in action — it starts with sympathy, deepens into empathy, and moves us to act.
- This means that kindness in leadership is not just about being nice; it's about creating genuine human connections that foster trust, collaboration, and mutual respect.

We must ask ourselves, “Am I truly listening — or just waiting to respond?”

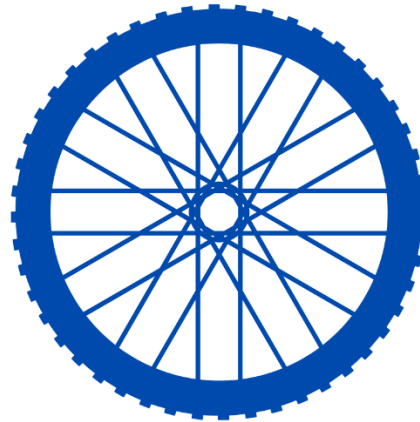
Let's Talk About It!

Describe a moment when choosing kindness as a leader was difficult. What made you choose it anyway — and what makes kindness harder to choose than it should be?





E Wheels



Engagement

- Engagement means bridging gaps between government and residents.
- This means that leaders foster meaningful connections with residents by actively listening, encouraging participation, and creating opportunities for dialogue.
- Engagement is the fuel that drives leadership.

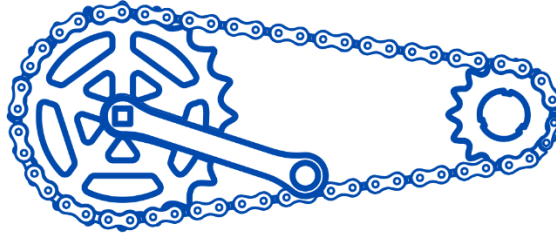
We must ask ourselves, “Am I engaging residents before decisions are made, or only defending them after?”

Let's Talk About It!

Describe a time your engagement efforts fell short. What got in the way — and what would you do differently next time?



The Link



Emotional Intelligence

The Five Components of Emotional Intelligence

- **Self-Awareness** – Understanding your emotions and their impact on others (**Balance**)
- **Self-Regulation** – Managing emotions to respond calmly and thoughtfully (**Balance**)
- **Motivation** – Staying driven to achieve goals despite challenges (**Integrity**)
- **Empathy** – Recognizing and understanding others' emotions (**Kindness**)
- **Social Skills** – Building relationships and fostering collaboration (**Engagement**)

Let's Talk About It!

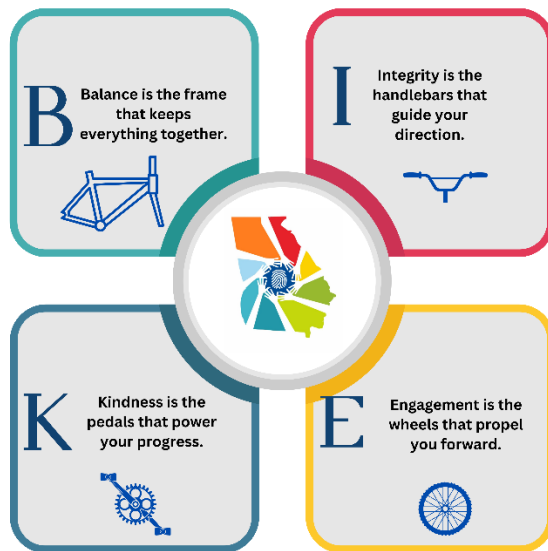
Write one word on your puzzle piece that represents a key leadership quality you believe is essential for creating harmony.



Bringing It All Together: Completing the Picture of Leadership

- Without Balance, the bike will collapse.
- Without Integrity, you'll steer off course.
- Without Kindness, you will not generate the energy needed to move forward.
- Without Engagement, you will not get anywhere.

BIKE Municipal Framework



Leadership isn't a solo ride. Keep your Balance. Lead with Integrity. Choose Kindness. Stay Engaged. Every community you touch is stronger because you kept riding.





QUESTIONS

I MAY HAVE THE ANSWER



Thank You

Keep the harmony going — let's stay connected.

