

Essential Leadership Skills for the Modern Workforce

In today's dynamic business environment, [leadership training](#) should not be limited to formal managers. As organizations flatten and adopt more team- and project-based work, multidirectional influence and informal leadership are key to staying ahead of the curve.

Here are five essential leadership skills that all employees, regardless of their role or level, can benefit from:

1. ADAPTABILITY

In a [rapidly changing market](#), employees must adapt to shifting business needs and processes.

Utilizing a reference like the [Situational Leadership®](#) framework to assess the circumstances and align on readiness fosters buy-in and trust and accelerates a targeted response.



The Situational Leadership® Model suggests that the best leadership approach depends on the tasks that need to be accomplished. When you change the task, you alter the readiness of the individual or team that is responsible for executing that work, and you must adjust your leadership approach accordingly.

2. EMOTIONAL INTELLIGENCE (EQ)

[Defined as](#) the awareness of and ability to regulate one's emotions and influence the emotions of others, EQ helps employees navigate difficult conversations, improve self-awareness and build better relationships.

Delivering [EQ training across the organization](#) offers benefits such as reduced conflict, better team dynamics, increased productivity, improved communication and more.

To build employees' EQ, encourage the following best practices:



Plan out the key points you want to express before the **conversation**



Check for understanding and "same-page status" before leaving a **conversation**



Follow up after a **conversation** to ensure alignment and answer remaining questions

3. NEGOTIATION

People managers need strong negotiation skills like [active listening](#) and goal setting to navigate common employer-to-employee discussions, but they are also valuable for individual contributors.

Building negotiation skills across the business allows for greater collaboration and communication both internally and externally.

Examples of Negotiation in the Workforce:



A project manager needs to negotiate roles and responsibilities amongst workers on a shared assignment.



A salesperson needs to be prepared to negotiate effectively with clients.

4. CRITICAL THINKING

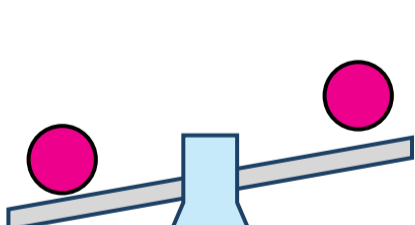


Training employees to think critically can help them make better, more informed decisions.



Critical thinking skills foster creativity and enhance flexibility and agility in the workplace.

[LinkedIn Learning](#) named analytical skills, which include critical thinking, as one of the top 10 most in-demand skills of 2023.



Encouraging employees to recognize and combat biases and consider multiple viewpoints can help develop their critical thinking skills.

5. COLLABORATION

Collaboration skills are essential for working with colleagues toward shared business goals and are especially critical on remote and hybrid teams where it's easy for employees to become siloed and disconnected.

To help learners hone their collaboration skills, encourage them to:



Conduct regular "status checks" when working on shared projects



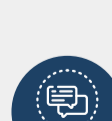
Listen to different perspectives with an open mind



Set and communicate clear goals for projects and assignments



Ask questions for clarity



Practice open and honest discussion



[Training all employees on the leadership skills](#) outlined above can help both an employee's career development and the company's bottom line. In other words, delivering leadership training across the organization is not just a win: It is a win-win.