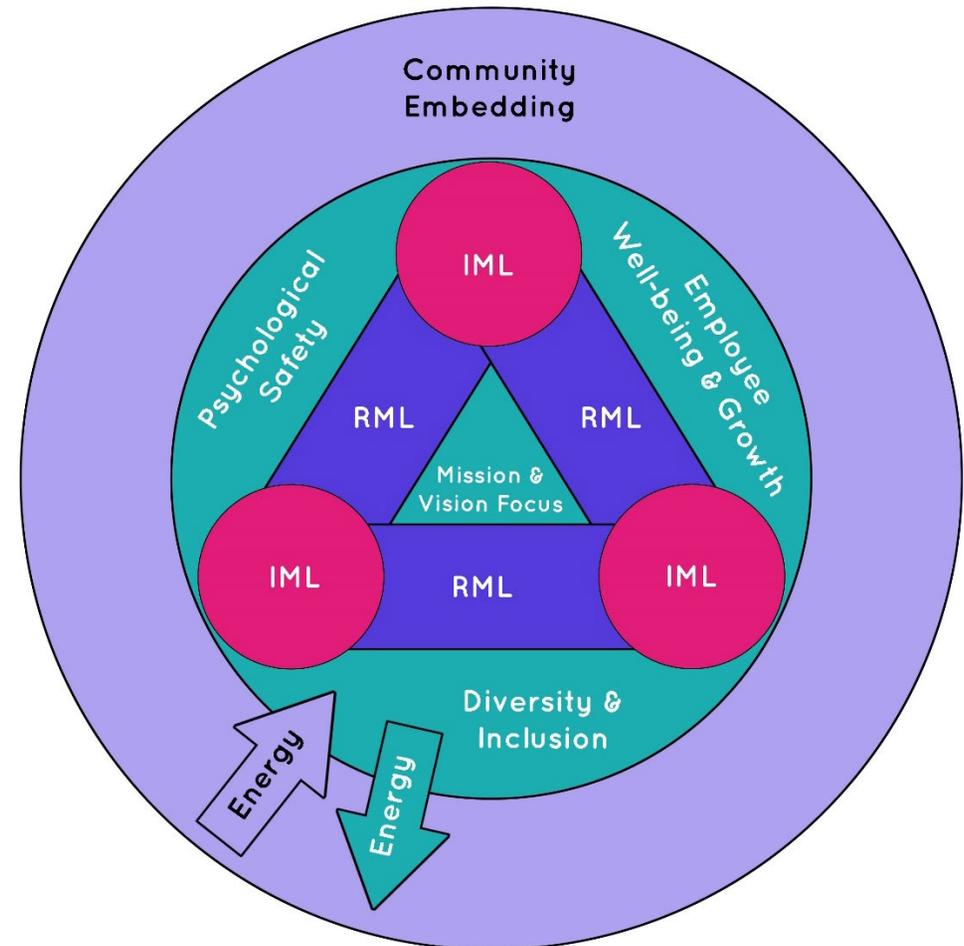# Human Systems Organizational Mindful Leadership Model (Page 1)

Individual Mindful Leadership (IML) and **Relational Mindful Leadership (RML)**, the foundational components of **Organizational Mindful Leadership (OML),** work together with **OML** to create positive, sustainable change in the organization in a safe, nurturing environment. Learn more about IML and RML. Individuals with strong **IML and RML** practices can practice **OML**, even if others in the organization cannot.

Psychological Safety (PS) involves the creation of a culture in which everybody feels safe to talk about uncomfortable feelings and experiences (including conflict) related to work. **PS** specifically requires **Unconditional Respect**, a component of **RML**. It also requires clear, transparent decision-making and communication throughout the organization. **PS** is greatly aided by agreed-upon operating principles and/or a code of conduct that is applied consistently and equally to everybody in the organization.

Employee Well-Being & Growth (EWBG), the seat of burnout and turnover prevention and repair, first requires that the physical and mental health needs of *all* employees are normalized and accepted. **EWBG** involves creating systems that a) enable employees to maintain their health and a) facilitate employee autonomy and growth.

Diversity & Inclusion (DI) involves the complete *normalization* and *acceptance* of diversity of a) physical aspects (i.e. race, gender, disability) and b) experience and skill level; and the *normalization* of c) behavior (i.e. clothing choices, communication style, approach to problem-solving). When we think about behavior, "normalization" does not mean we have to accept or condone. It only means that we *do not* condemn people for their behavior and that we *do* create space for people to grow and change. **DI** also means that we are conscious about making sure everybody feels included in projects and processes that are part of their work.

Mission & Vision Focus (MVF) requires first that the organization creates a common understanding of the mission and vision of the organization, both conceptually and in terms of practical application. **MVF** can be summarized with the statement "*the best way forward moves us towards what we want, not away from what we fear* (HS Operating Principle #2)". When there is **MVF**, boundaries are created around work projects and processes so that organizational energy is not spent on work that does not reflect the mission and vision.

Community Embedding (CE) is the process of creating strong and varied relationships between the organization and individuals and organizations in the surrounding physical community, as well as with organizations in the same industry. These relationships create both energy and information exchange, as well as stability and sustainability for the organization. The energy and information exchange provides the knowledge and resources that enable the organization to remain flexible and adaptable to its environment.

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