

What makes a lab manager a leader?

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I think treating people with respect and kindness is critical. Providing respect constitutes leading by example. It models appropriate behavior and communication in the workplace. treating people with respect can help reduce conflicts. It encourages a cohesive and highly functioning team. And it taps into influencing without authority and communicating effectively. treating people with respect also involves you as the manager to seek first to understand so you can more effectively manage workplace situations with grace and humility. truly listening to your employees will make them feel heard, and most importantly respected. This is one aspect of influencing without authority. One approach I use for this is to organize periodic group outings such as a lunch or a hike, or a potluck, or even attendance at a local trivia night. While you do not have to be best friends to do good and meaningful work, spending some time with the people you work with outside of work can enhance the workplace environment. You are making deposits into the emotional bank accounts you share with your employees, which will serve the team in positive ways.

Another way to make deposits into the workplace emotional bank account is to be vulnerable. You can be vulnerable by showing that you are willing to ask for help. That you can acknowledge when you are wrong, and you will praise staff who come up with better ideas than your own. Being vulnerable will help grow trust, collaboration and cooperation around the lab.