

ACT WITH AUTHENTICITY: LIVING OUT ORGANIZATIONAL VALUES

TED@Work
Inspire new ways of working

An **atd** Webinar



Discussion Summary

Leadership communication tips:

- Always center your communication around the audience.
- Do this by asking yourself “Why did these people take time out of their busy days to listen to me?”

TED@Work Lens:

- L&D can best support these skills in leaders by coordinating leadership collaboration sessions around a TED Idea to co-create expectations for delivering critical comms.

Tips for communicating values:

- Speak like a human! Authenticity is key.
- You can do this by avoiding overly complex words and phrases and making sure that your communications have meaning!

TED@Work Lens:

- In the TED@Work collection, each talk fits within broader themes, like authenticity, and then aligns with tangible skills to spark growth in that area. L&D can then easily target the skills needed for behavior change.

Tips for an effective apology:

- You must look and sound apologetic
- You must clearly articulate what you did wrong.
- You must clearly articulate how your actions hurt the person/people you’re apologizing to.

TED@Work Lens:

- The first step for L&D is to acknowledge that good apologies are a skill that can be learned.
- The TED@Work collection includes many talks and supporting tools to spark conversation and inspire a mindset shift around failure in both an individual and social learning context.

Everyone in the org, not just leaders, can be value-culture change agents:

- Try changing the tone of your email or the look of your slides! Good communication is contagious!

TED@Work Lens:

- L&D has the power to bring others into this conversation - at all levels of an org. - to be co-creators of a definition of values and what they look like in practice.
- At TED@Work, we can make this big task much easier and its outcomes more successful, whether the goals are around authenticity, diversity & inclusion, leadership, well-being, candor, psychological safety & more.

“Leadership is a choice. It is not a rank. I know many people at the senior most levels of organizations who are absolutely not leaders...”

[How great leaders inspire action |](#)

[Simon Sinek](#)

Get in touch!
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