

Visible Leadership Practices

Leadership visibility is about more than just being seen—it's about *being present* in a way that fosters trust, accountability, and inspiration across the team. When leaders are visible, it signals to staff that their work is valued, their voices are heard, and that support is close at hand.

The following is a list of practices various managers, directors and executives at Health PEI have implemented to be more visible to their teams, partners, and the people they serve.

Be Present and Accessible

- Rotate locations for management meetings
- Encourage in-person meetings when possible
- For complex discussions phone or meet in person instead of emailing
- Attend rounds and check in with people you don't work with every day
- Be visible at shift changes and on weekends if you have weekend staff
- Rotate your team members so that one person is always on-site
- Cover the front desk and answer the phone during staffing crunches

Build and Strengthen Relationships

- For corporate leaders, meet with and tour your "client's sites"
- Hold recurring proactive meetings with your counterparts in other parts of Health PEI, DHW or other stakeholder organizations
- Attend managers' meetings in areas beyond your own
- Host a retreat for your team
- Highlight two to three kudos/shoutouts at the end of each staff meeting

Communicate with Intention

- When front-line staff reach out with a challenge, book a 30-minute meeting to talk instead of replying via email
- Close the loop—reach back out to answer questions, even if you don't have the answer yet
- Have weekly huddles to share meaningful information

Engage Inclusively and Thoughtfully

- Ask the quiet voices what they think
- Ensure your team is represented in organizational-wide committees
- Review your calendar and divide and conquer with team members or other program leaders

Amplify your visibility. Take the Leveraging Your Networks course on Harvard ManageMentor.
Email learning@ihis.org for access.