

6 LEADERSHIP SKILLS

BY DR. ELEONORA BONACOSA

In 6 Leadership Skills, Dr. Eleonora Bonacossa redefines what it means to lead in a rapidly changing, post-pandemic, and deeply interconnected world. With a clear and human-centered approach, she invites leaders to shift from authority to awareness, from control to connection. Her message is clear: today's most powerful leadership skills are not technical or hierarchical; they are relational, emotional, and profoundly human.

At the core of the book are six essential leadership skills that have a measurable impact on performance, engagement, and wellbeing, not only within organizations but also across teams and stakeholders. These skills are not "soft"; they are strategic and necessary to build resilient, innovative, and inclusive workplaces.

Dr. Bonacossa presents six leadership skills that define a new era of leadership. *Recognize you don't have all the answers.* True leadership begins with humility. In a VUCA world, the ability to embrace uncertainty, admit limitations, and remain open to learning is more powerful than pretending to know it all. *Listen proactively.* Leaders must listen beyond words. Proactive listening means paying attention with intention, creating space for others, acknowledging emotions, and being fully present in conversations. *Provide safety.* Psychological safety is a prerequisite for trust, innovation, and growth. Leaders who create environments where people feel safe to speak up, make mistakes, and be themselves unlock the full potential of their teams.

Appreciate. Recognition is not a bonus but a basic need. Expressing authentic appreciation reinforces a culture of value, belonging, and motivation. It reminds people that their work and presence matter. *Care.* Caring leadership is

not a weakness but a strength. Showing genuine interest in people's well-being and taking time to connect with them as humans, not just professionals, builds long-term loyalty and engagement. *Encourage.* Empowerment is at the heart of transformation. Encouraging others to grow, to take initiative, and to believe in themselves is one of the highest acts of leadership.

These six competencies are framed within a larger journey of leadership development, which Bonacossa structures into three phases: Self-Management (Inner Work), Leading Others, and Leading Together in a new culture of Co-Elevation. This book focuses on the second and third phases, assuming the reader has already engaged in the foundational inner work of emotional intelligence and self-awareness.

In the face of uncertainty, hybrid work, and societal transformation, Bonacossa invites leaders to abandon outdated ideals of perfection and control. Instead, she encourages a leadership style grounded in humility, connection, and continuous learning. Leaders are not required to know everything, but they must be willing to ask better questions, to create psychological safety, and to embody a culture of valuing, caring, and encouraging.

6 Leadership Skills is not a traditional manual but an invitation to evolve. It encourages leaders to create environments of trust, inclusion, and growth, where people feel seen, safe, and supported. In a time when leadership is being redefined, this book offers both a compass and a call to action to lead with presence, purpose, and deep respect for the human factor. It is both a mirror and a map. It reflects the kind of leader we are and points to the kind of leader we can become.