

INTERVIEW WITH ELEONORA BONACOSSA

In this conversation, Eleonora reflects on the power of leading with humanity and intention.

L'Heure: How do you see leadership evolving as technology accelerates at an unprecedented pace?

Eleonora: As innovation accelerates, many leaders will face their deepest fear, becoming irrelevant. The real advantage of the future lies in emotional intelligence. Creativity, empathy, and critical thinking will be the defining competencies. Balancing technological progress with human depth is what will shape tomorrow's leaders.

L'Heure: What does it truly mean for a leader to remain "human" in their daily interactions?

Eleonora: Staying human means showing vulnerability, listening generously, and communicating with sincerity. It's choosing empathy over defensiveness, honesty over perfection. When leaders demonstrate genuine presence and transparency, trust builds almost effortlessly.

L'Heure: Which coaching experience has most influenced your understanding of leadership?

Eleonora: I once worked with a leader who believed control meant competence. Through coaching, she learned that trust is far more powerful. When she stopped micromanaging and started encouraging her team before results appeared, she witnessed their true potential. It reaffirmed for me that leadership evolves from within.

L'Heure: What patterns do you observe as the main causes of suffering in workplaces?

Eleonora: Workplace suffering almost always emerges from cultural toxicity, favoritism, exclusion, and poor communication. When people feel invisible or undervalued, morale collapses. A healthy culture is the foundation of productivity and well-being.

L'Heure: Which exercise in your 'Leadership Workbook' leads to the most meaningful transformation?

Eleonora: The six-month challenge is exceptionally powerful. Each month, teams choose a new behavioral principle to practice together. These small, consistent commitments reshape the way people interact. By the end, the culture becomes more respectful, vibrant, and collaborative.

L'Heure: How have different cultures responded to your book's message across the world?

Eleonora: Cultures that value openness and emotional depth immediately connect with the book's message. They recognize that humane leadership strengthens both

people and performance. More rigid, traditional environments struggle because adopting humane leadership requires letting go of old patterns.

L'Heure: What practical method have you found most effective in building psychological safety within teams?

Eleonora: The "Yoda Method" works remarkably well. In one team, members were afraid to express their ideas. Appointing one or two "Yodas" in each meeting, people empowered to ask, "What has not been voiced yet?", created a safe space. Once people felt permitted to speak, communication and performance improved dramatically.

L'Heure: How did the pandemic influence the leadership themes you explore in your book?

Eleonora: The pandemic stripped leadership down to its essence. It reminded us what truly matters. Listening to my clients during that time helped me identify six essential skills leaders need, not only in emergencies, but in every moment of uncertainty. Those insights remain relevant in today's world of continuous crises.

L'Heure: What do you believe are the biggest obstacles to creating a truly people-centered culture?

Eleonora: Outdated mindsets are the biggest barrier. When leaders see people merely as resources instead of human beings, respect and transparency vanish. But when leaders genuinely value people, a humane, human-centered culture becomes possible.

L'Heure: What guides your publishing imprint, NBK, in selecting what it publishes?

Eleonora: Neue Business-Kultur Verlag is part of ARETA New Perspectives for Leaders, and it's dedicated to advancing humane leadership. We don't publish external manuscripts; instead, we offer our own coaching tools, books, and frameworks. They're designed for emerging leaders, entrepreneurs, and anyone committed to transformative leadership.

L'Heure: How do you teach leaders to embrace responsibility for their impact on others?

Eleonora: Responsibility begins with self-awareness and empathy. Leaders must model accountability by owning their mistakes and celebrating others' successes. The goal is to build a culture where everyone practices peer-to-peer accountability. When responsibility is shared, teams grow stronger.