

## **Guest address: Leadership, wellbeing and influence**

Leadership is a demanding role. Leaders are expected to be a positive influence on employees, work to gain consensus and motivation for projects, and gain desirable outcomes, in an environment of reduced resourcing. Mounting evidence suggest that this pressured environment is impacting on leaders ability to psychologically cope, and the depleted leader is unable to engage in positive leadership behaviours at work (i.e. Byrne et al., 2014; Kouchaki & Desai, 2015). While increasingly pressured at work, paradoxically leaders are also one of the main influences of employee job satisfaction and wellbeing. As such, this presentation examines the importance of leaders wellbeing; this not only supports leaders at work, but aids leaders ability to positively influence, support and enable positive employee and organisation outcomes. In this invited presentation, Maree will draw on three areas of research that investigate leaders wellbeing - Self Determination Theory, Psychological Capital and Mindfulness. All three areas offer unique insights into the development, and outcomes, of wellbeing. While research finds that each are salient personal psychological resources that facilitate the wellbeing of organisational leaders, this presentation focusses on how participants can use these resources as interventions, and the implications of this for leaders, employees and organisations.



### **Dr. Maree Roche**

Maree is a Senior Lecturer in Industrial and Organisational Psychology at the University of Waikato. She lectures in Leading Change and Development and Advances in Organisational Psychology. She has a number of years consulting and research experience in the area of leadership, organisational development and positive organisational strategies. Her primary areas of research and consulting include positive leadership, positive organisational psychology and its relationship to organisational development and change.