



## Issue #1: Leading with Heart & Authority

### ☀️ The Inspiring Leader: Jacinda Ardern

For our first spotlight, we look to the woman who redefined modern leadership. As the former Prime Minister of New Zealand, Jacinda Ardern proved that empathy is a superpower, not a weakness.

She led her country through unprecedented crises with a style that was both decisive and deeply human. She showed the world that you can be the person in charge while still being the person who cares.

The Lesson: Leadership isn't about being the loudest voice in the room; it's about having the strongest ears and the steadiest heart.

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### The Leader's Library: The Making of a Manager

By Julie Zhuo

If you only read one book as a new leader, make it this one. Julie Zhuo was a first-time manager at Facebook at age 25, and this book is the guide she wishes she had.

- The Big Idea: Managing is a completely different skill set than "doing" the work.
- Why it's for you: It covers everything from how to run your first 1-on-1 meeting to managing the "imposter syndrome" that often hits in those first 90 days.

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### **The "Compassionate Script"**

The Scenario: You need to give constructive feedback to a team member who is usually a high performer but has started slipping.

The Script: *"Hi [Name], I wanted to check in. I've noticed [specific task] hasn't been up to your usual standard lately. That's not like you, so I wanted to see if there is a blocker I can help with or if you need more support from my end?"*

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### **A Note From Nikki**

Stepping into leadership is a journey of self-discovery. It's okay to feel like a "work in progress"—even the most seasoned leaders are. My mission is to ensure you have the tools to command your space while staying true to your values.

If there is a specific leadership challenge you're facing, DM me. I'd love to help you navigate it in a future issue.

Commanding with Care,

Nikki McNicol *The Compassionate Leader* [\[LinkedIn Profile\]](#)

Welcome to the inaugural issue of The Compassionate Leader. Whether you are stepping into your first management role or you're an aspiring leader preparing for your big move, I am so glad you're here.

In this space, we explore what it means to lead effectively without losing our humanity. We call it "Commanding with Care." Every month, I'll share an inspiring story of a woman who led the way, a book to add to your shelf, and a practical "script" for those tricky management moments.