



## Link to LI

### *January Issue*

A monthly newsletter provided by the Leadership Institute designed to deepen your understanding of leadership and support your continued growth.

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## Leadership Spotlight

### Nirvana

Nirvana most closely aligns with a **democratic leadership style**. Their influence was not about hierarchy, control, or authority, but about shared voice, collective expression, and challenging top down norms. The band rejected polished, transactional expectations of the music industry and instead amplified authenticity, vulnerability, and lived experience. This mirrors democratic leaders who value participation, psychological safety, and honest dialogue over image management or rigid authority.



[CLICK HERE](#) to learn more about psychological safety and team performance.

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## Tune Out To Tune In

**Music use at work correlates with higher satisfaction & productivity.** [CLICK HERE](#) for more details on the study.

This month's tune is inspired by Nirvana and the kind of song that would set the tone when authenticity and honesty lead the room.

Click the music icon to find out which song it is.





## A Generational Glossary

Turns familiar phrases into practical leadership insights for motivating and engaging employees across generations.

Inspired by our Gen X leaders and colleagues who introduced us to Nirvana, **this month's term is "Clutch"**.

**Gen X Usage:** Used to describe something or someone that delivers at exactly the right moment. It means reliable, essential, or coming through under pressure.

**Example:** "Thanks for stepping in and handling that client issue. That was clutch."

**Gen Z Translation:** "Goated."

**Workplace Translation:** "That was exactly what we needed, and you delivered."

**Leadership Insight:** When leaders use "clutch", it communicates recognition without exaggeration. It highlights dependability, timing, and trust rather than flashiness. Employees who are described as clutch are often the steady performers who keep teams moving forward in critical moments. By naming and reinforcing clutch behavior, leaders can build a culture that values reliability, accountability, and follow-through.

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## Upcoming Events

### DISRUPTIVE LEADERSHIP SERIES WEBINARS

#### THE SCIENCE OF HAPPINESS IN LEADERSHIP: THE HIDDEN POWER OF CALM, COURAGE, AND CONNECTION



This session reframes happiness as a powerful leadership skill rather than just a personality trait. Drawing on neuroscience and resilience research, Dr. Kelly Baez explores how leaders shape the emotional climate of their teams and why true happiness in leadership comes from emotional regulation, steadiness, and ethical awareness—not forced positivity. Participants will learn why a significant portion of happiness is within personal control, how emotional stewardship strengthens engagement and resilience, and how practical nervous system regulation techniques can improve leadership effectiveness and team well-being.

**FREE LIVE EVENT**

**THURSDAY, JANUARY 29, 2026 | 11 AM**

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