

DO GOOD TO LEAD WELL

WITH CRAIG DOWDEN, PHD



Jason Tham



Craig Dowden

Episode with Jason Tham: Positive Leadership for Innovation and Resilience: Leading with Authenticity, Agility, and Purpose in a Fast-Changing World

What You'll Learn

- ✔ Essential Leadership Qualities Today
- ✔ Vision and Purpose in Leadership
- ✔ Co-Creation of Organizational Values
- ✔ Building Resilience in Leadership
- ✔ The Importance of Relationships and Mentorship

Essential Leadership Qualities Today

Listen at 04:12

Great leaders today are defined not just by their skills, but by authenticity, relatability, agility, and consistency in values. Jason Tham emphasizes that timeless qualities, like being true to oneself, building community, sustaining vision, and being adaptive, are crucial for navigating rapid change. True leadership means bringing out the best in others, not just achieving personal recognition, and doing so by leading with example and serving one's team.

Action Steps:

Reflect on Your Core Values and Consistency

Take intentional time to clarify what your core personal and professional values are. **Quick action:** Set aside 15 minutes daily or weekly for value reflection. When faced with decisions, pause to ask, "Does this choice honor my values?"

Seek Authentic Feedback from Your Team and Peers

Invite your colleagues and team members into an open, honest conversation about how your behavior feels to them. **Quick action:** Schedule a casual feedback session or send a thoughtful survey asking peers to share examples of when you showed authenticity and support.

Embrace Transparent Communication, Especially in Change

In your next team meeting or email update, clearly explain upcoming changes, the reasons behind them, and invite questions or concerns.

Highlight and Celebrate Others' Contributions Consistently

Start each meeting by acknowledging one or two team members' recent achievements or exemplary behavior linked to team values.



Vision and Purpose in Leadership

Listen at 11:20

Cultivate a vision that is not only inspiring but also highly relatable and meaningful to every member of the team or organization. This vision should clearly articulate the "why" so that it resonates personally with individuals at all levels. As organizations mature and scale, the vision should remain a guiding star, continually expanding and adapting to new realities and opportunities, while never losing sight of its fundamental purpose. This approach ensures that the vision stays relevant, actionable, and inspiring amid ongoing change and complexity, enabling everyone to align their daily work with a shared, evolving mission that motivates sustained commitment and collective impact.



Action Steps:

- Define or revisit the long-term purpose behind your initiatives or organization.
- Hold structured team discussions about what your company's vision means to each person.
- Regularly communicate the big-picture "why" in meetings and written materials.
- Encourage feedback on your mission to keep it relevant and inspiring.



Co-Creation of Organizational Values

[Listen at 19:02](#)

Tham's team deliberately began by defining their core values before even building their product, demonstrating that values are truly foundational to organizational success rather than merely an afterthought. This intentional prioritization highlights how values set the cultural and operational tone from the very beginning. The ongoing process of co-creating, revisiting, and refreshing these values with input from all levels of the organization ensures that they remain relevant, authentic, and meaningful as the company evolves. By actively involving every staff member in this continuous dialogue, celebrating real-life examples where values are clearly demonstrated, and thoughtfully embedding these values into everyday practices and decisions, the organization breathes life into its principles, transforming them from abstract statements into living, guiding forces that shape behavior, decision-making, and ultimately business outcomes.

Action Step:

- Gather team input to define or refine organizational values.
- Start meetings or communication channels (like Slack) where people can recognize colleagues for living out values.
- Integrate value-based recognition into performance reviews and rewards.
- Schedule regular "values check-ins" to keep them active and evolving.

Defining and refining organizational values through inclusive team input ensures that these principles genuinely reflect the culture and aspirations of the entire group. Actively recognizing and rewarding behaviors that embody these values reinforces their importance and motivates consistent living of those values. Regular check-ins maintain engagement and allow the organization to evolve its values thoughtfully, keeping them alive, relevant, and impactful in daily work.

Building Resilience in Leadership

Listen at 26:20

Resilience in leadership is far more than simply “toughing it out” during challenges. It is deeply rooted in cultivating a growth mindset. Jason Tham emphasizes that resilience is cultivated through consistent discipline and the mindset of learning to “love the conditions,” meaning embracing whatever difficult circumstances arise rather than resisting or resenting them.

This perspective shifts the leader’s role from one who merely endures hardship to one who actively seeks and extracts value from the struggle, thereby modeling strength and adaptability for the entire organization.

Put Resilience into Action, Step-by-Step

1. Establish a Daily Discipline to Grow Resilience

Choose one habit you can commit to daily. This discipline builds mental toughness and self-awareness, helping you stay grounded regardless of external pressures. **Quick start:** Begin by setting 5–10 minutes each morning or evening for your chosen habit. Use this time to acknowledge what’s working, what’s difficult, and what you’re learning.

2. Reframe Challenges as Opportunities in Team Conversations

Shift the team mindset by openly discussing challenges as chances to improve and innovate. **Quick start:** In your next team meeting, introduce a “Challenge & Learn” segment. Have someone share a recent difficulty along with the lessons gained or ideas sparked by it.

3. Foster Psychological Safety | Create Space for Vulnerability

Actively cultivate an environment where team members can admit mistakes or share struggles without fear of criticism or retribution. **Quick start:** Personally share a recent leadership challenge or failure with your team and invite others to do the same.

4. Leverage Strong Relationships | Don’t Isolate When Setbacks Occur

Resilience is a collective strength. Reach out to trusted peers, mentors, or coaches when you face difficulties instead of retreating into isolation.

Quick start: Identify 2–3 key people in your network you feel comfortable turning to in tough times. Schedule regular catch-ups or send a message the next time you face a challenge to start this habit.



The Importance of Relationships and Mentorship

[Listen at 38:29](#)

Lasting relationships and mentorship are central to leadership growth. Tham highlights the importance of surrounding yourself with quality people, nurturing old connections, and seeking authentic mentors. Lifelong relationships enrich both personal and professional resilience and provide support through adversity.

Action Step:

- List key mentors and quality relationships in your life and reach out that you haven't spoken with recently.
- Ask for, and genuinely listen to, feedback from people you admire.
- Be open to mentoring others, sharing your lessons and support.
- Organize or join peer-groups or mastermind sessions for regular relationship-building

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Ready to transform your leadership with Innovation and Resilience?

Connect with Jason Tham:

- Website: <https://nulogy.com/>
- LinkedIn: <https://www.linkedin.com/in/jasontham/?originalSubdomain=ca>

For a deeper dive, listen to the full-length episode of the Do Good to Lead Well podcast featuring Jason Tham on:

- [Spotify](#)
- [Apple Podcasts](#)

And if you're looking to elevate your entire C-Suite leadership team, learn how Craig Dowden can help your leaders perform at their highest level.

- visit <https://www.craigdowden.com/executive-mastermind>