

The Five Hats of Effective Leaders

← This is
a metaphor.
Don't actually
wear hats.

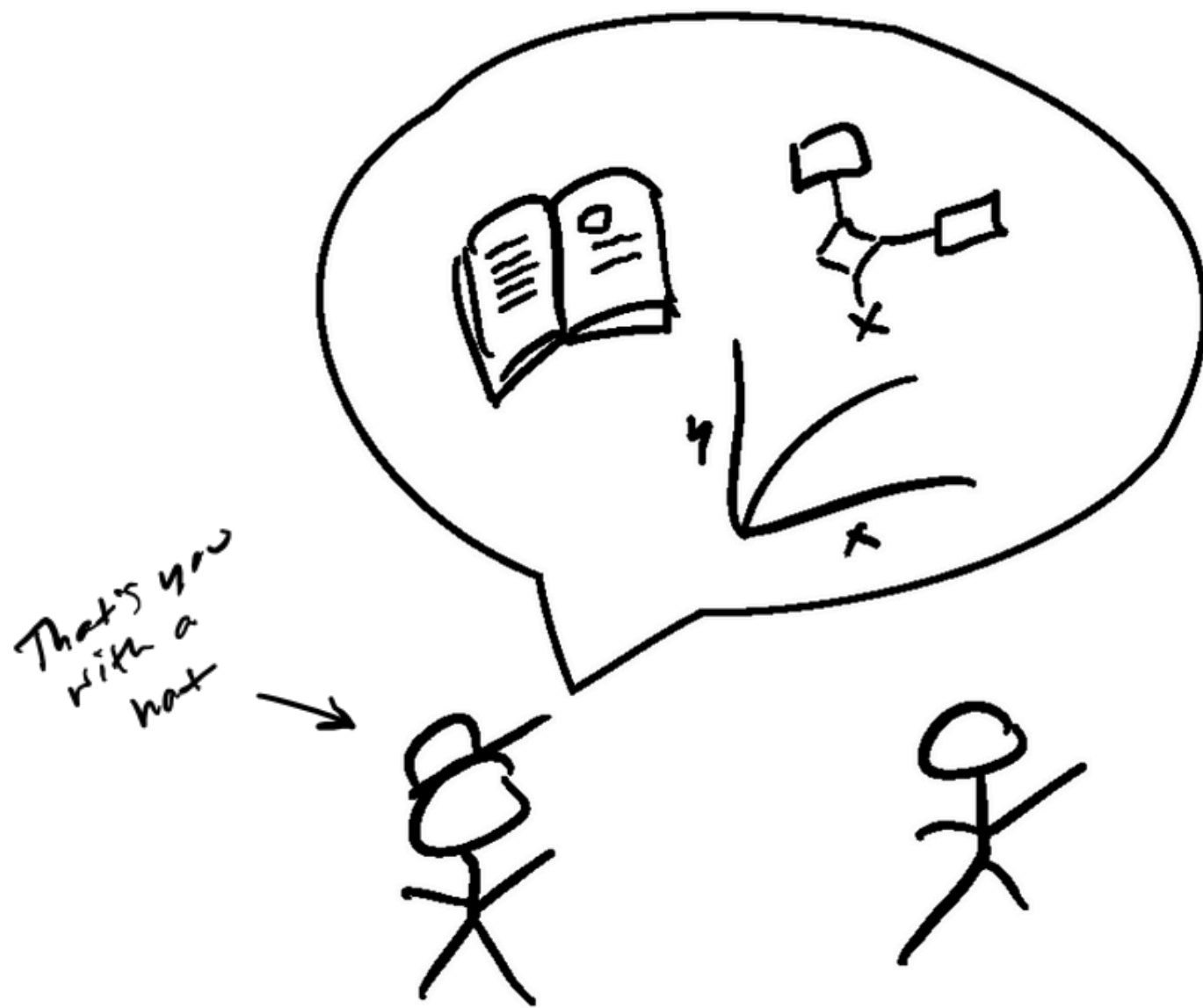
Why most leadership conversations fail



Richard Winters MD

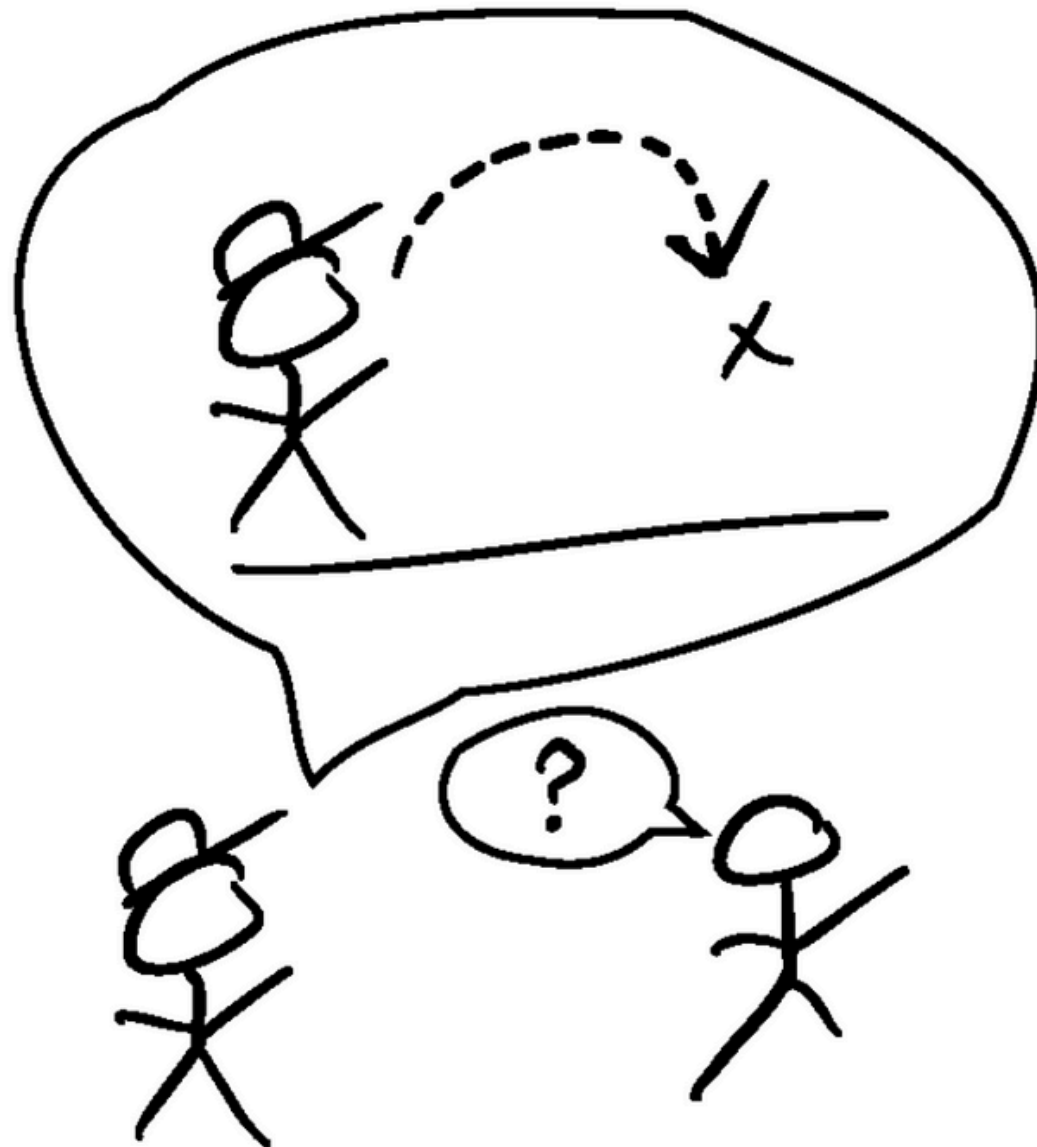
You're the Leader.
Now What?

Teach



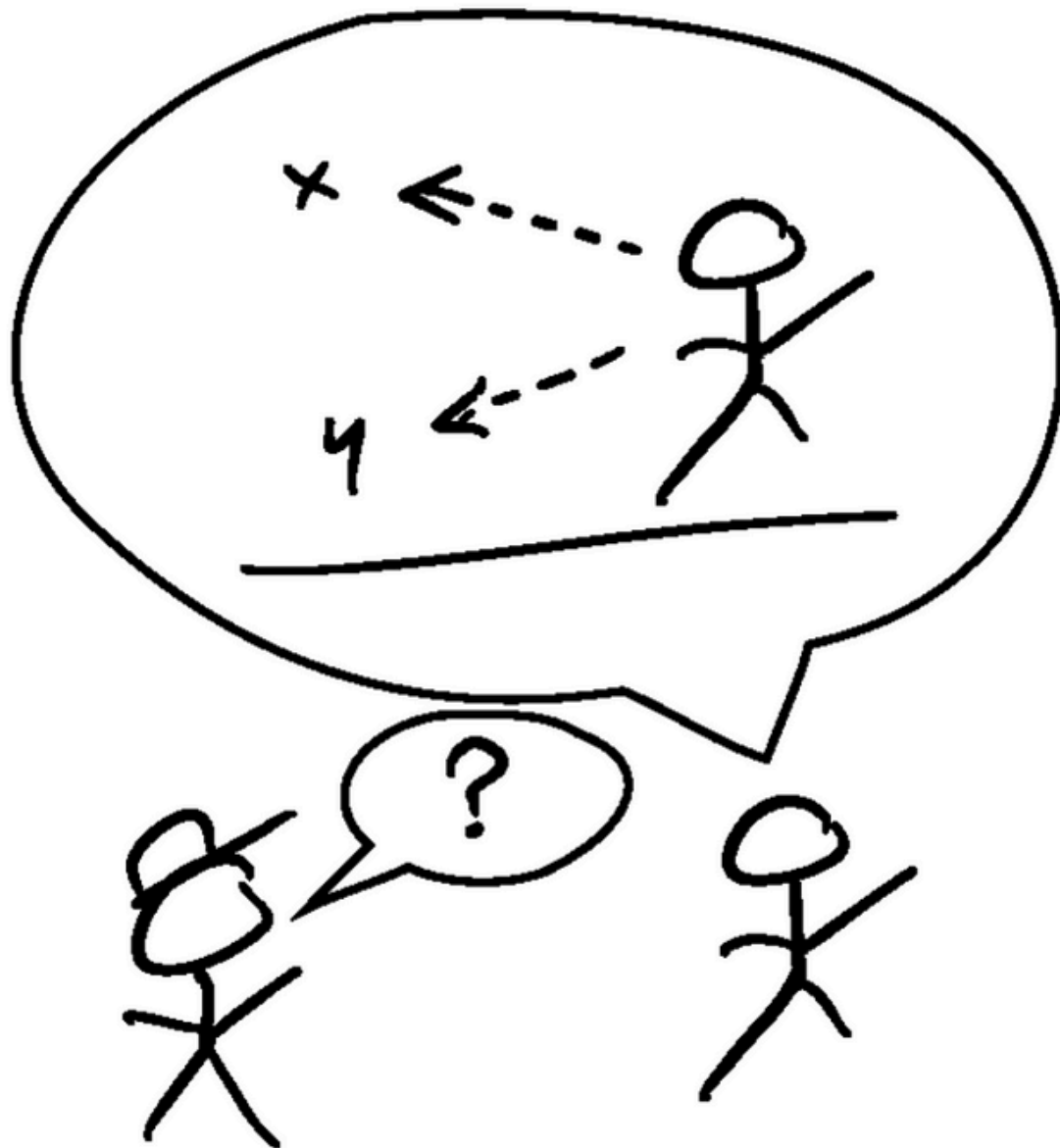
Teach to help
colleagues learn new
knowledge and skills.

Mentor



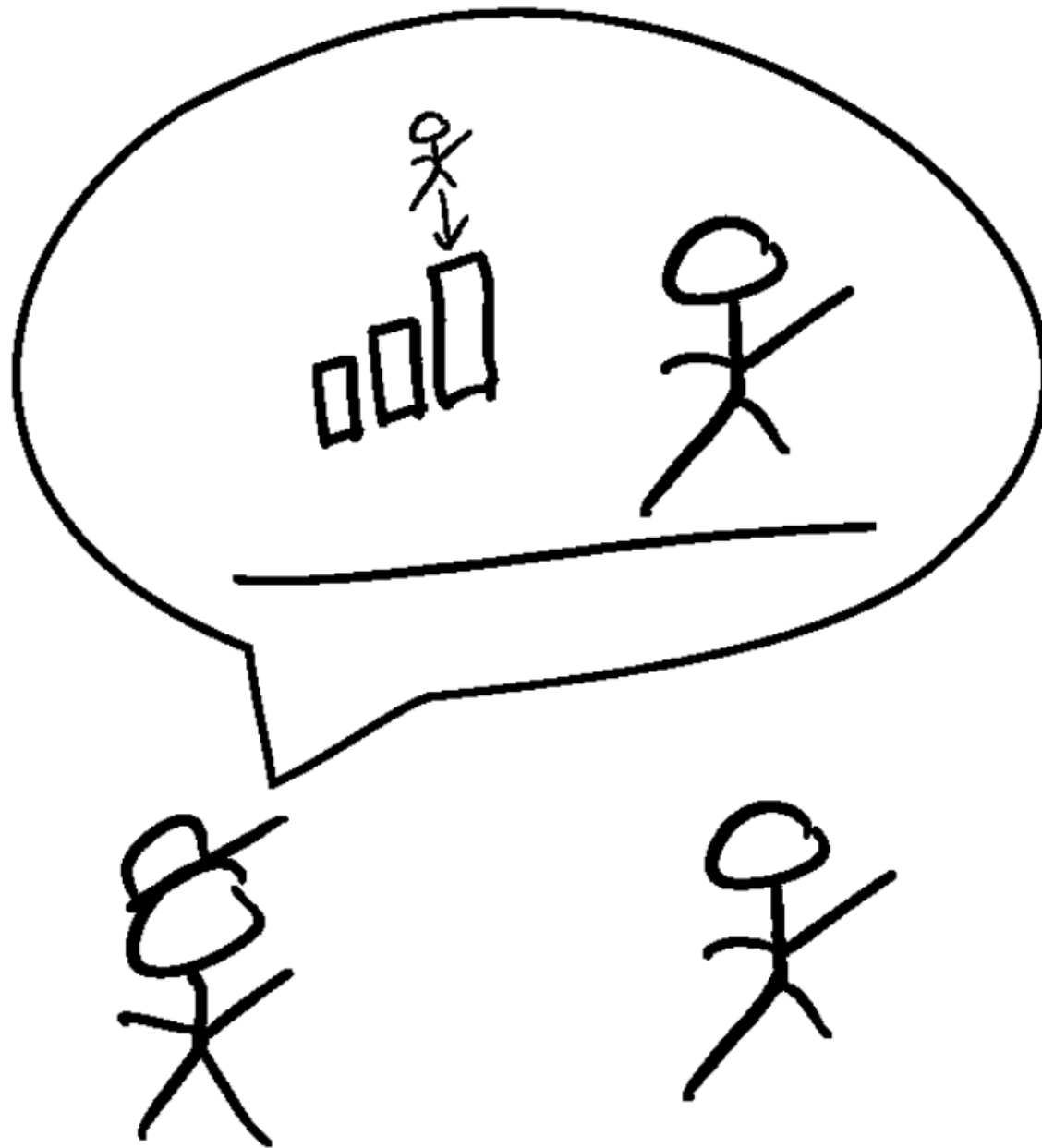
Mentor to help colleagues
consider the world through
your experienced eyes.

Coach



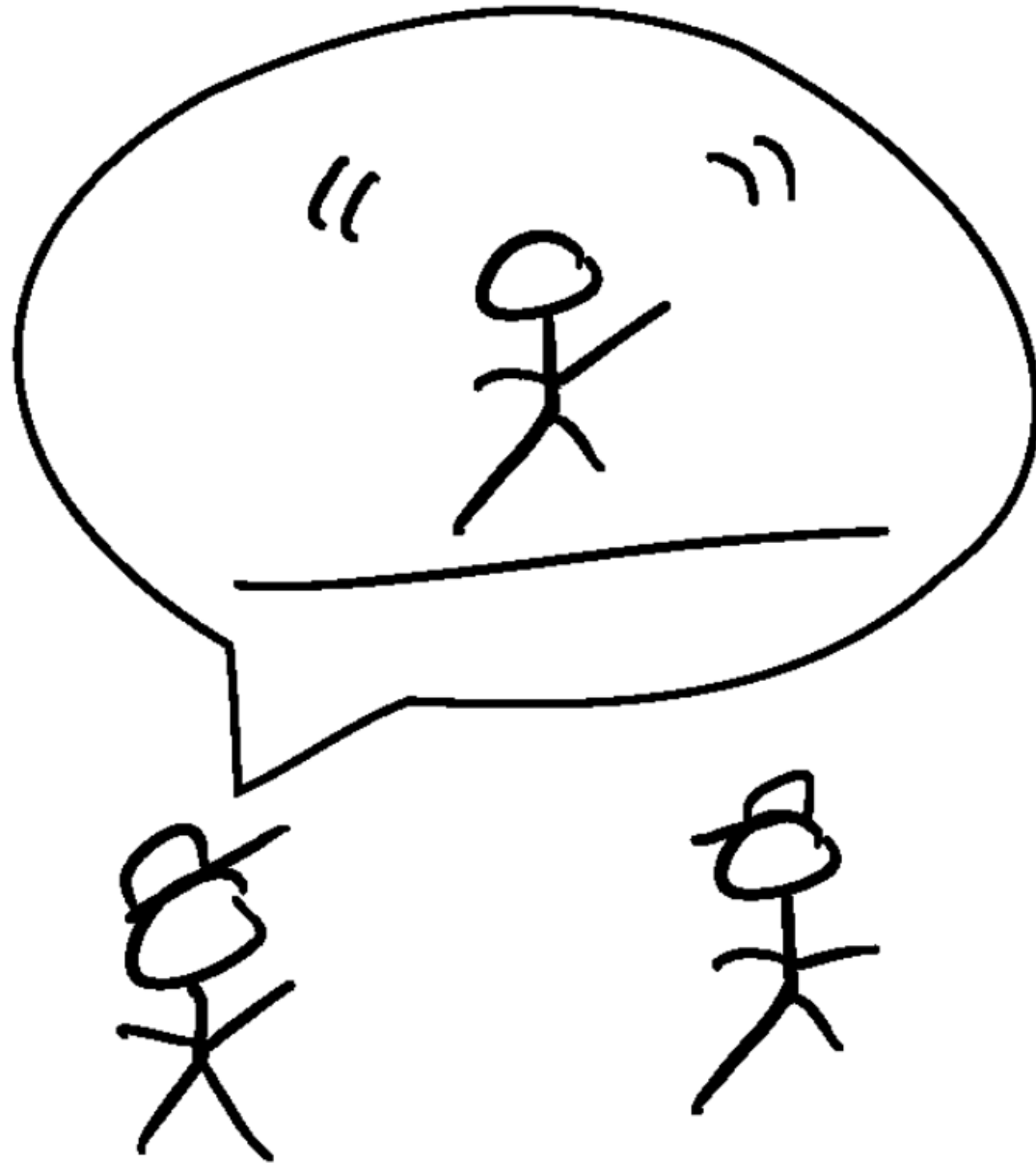
Coach to help colleagues investigate and consider the world through ***their*** own eyes.

Supervise



Supervise to oversee and promote the day-to-day and long-term effectiveness of colleagues.

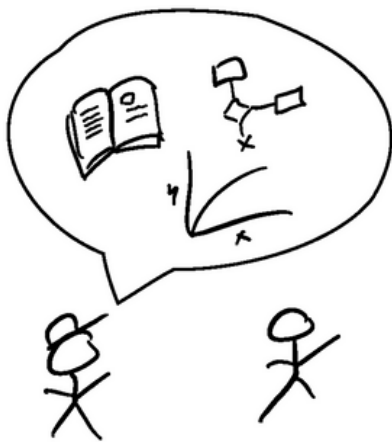
Sponsor



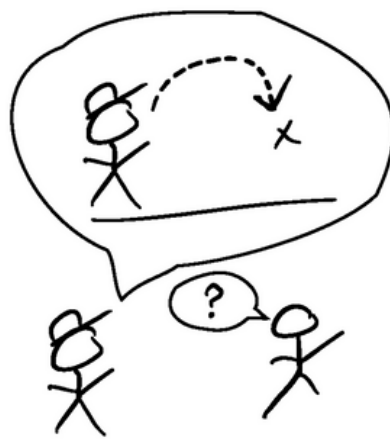
Sponsor to use your
influence and connections
to provide opportunities
for colleagues.

Each hat represents a different conversational approach.

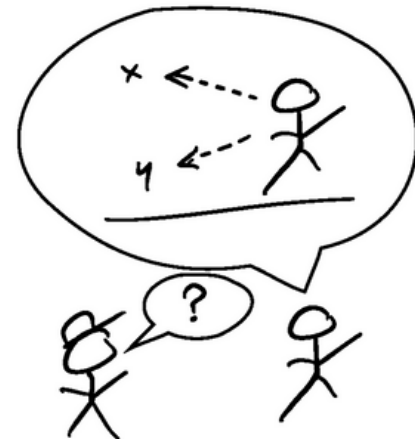
Teach



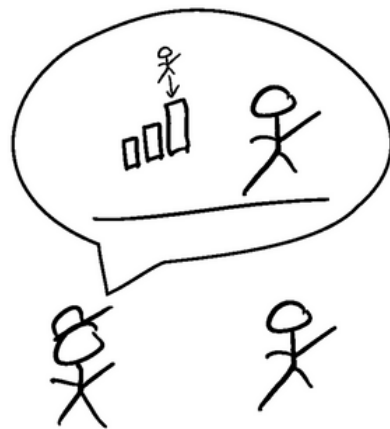
Mentor



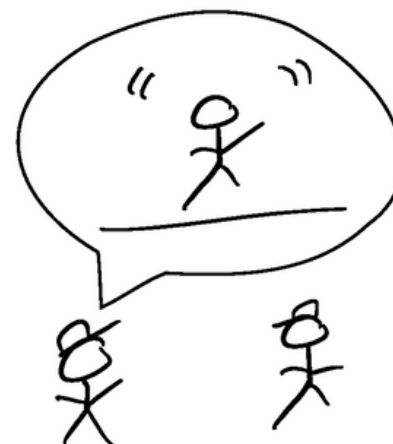
Coach



Supervise

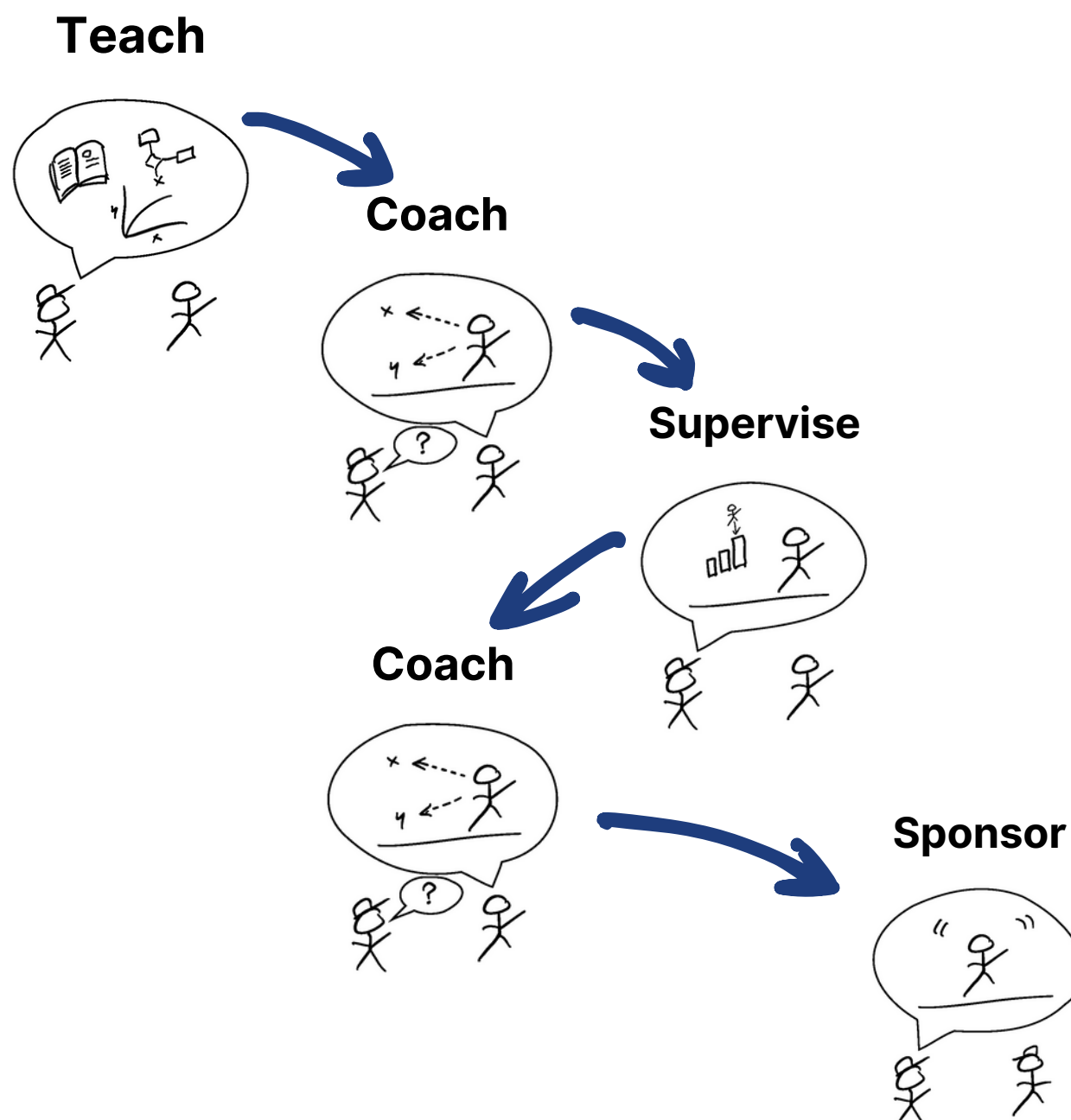


Sponsor



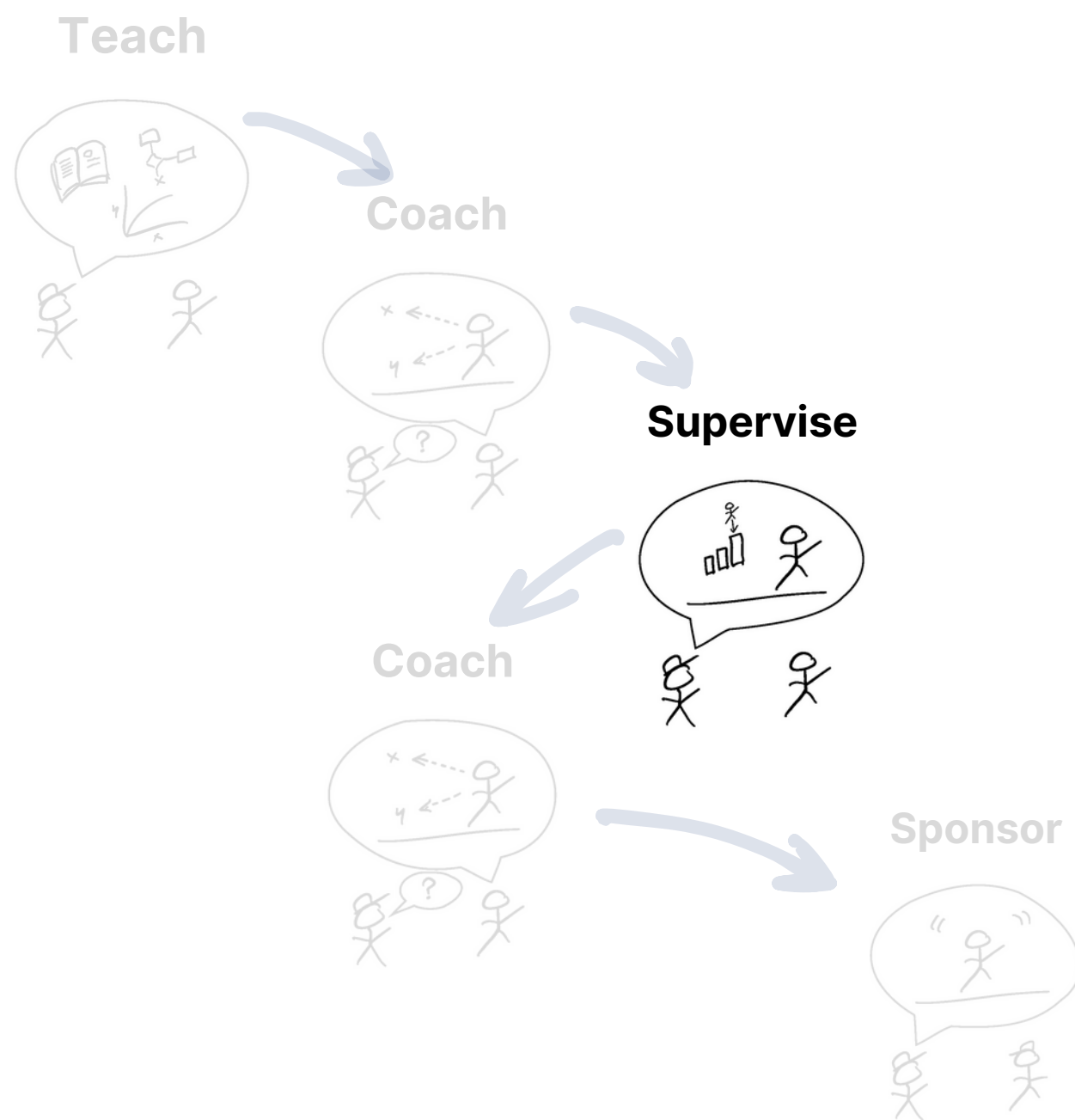
Each approach has its own set of tactics.

You may wear *multiple hats* in a *single conversation*.



Switch hats as needed to meet the needs of colleagues in the moment.

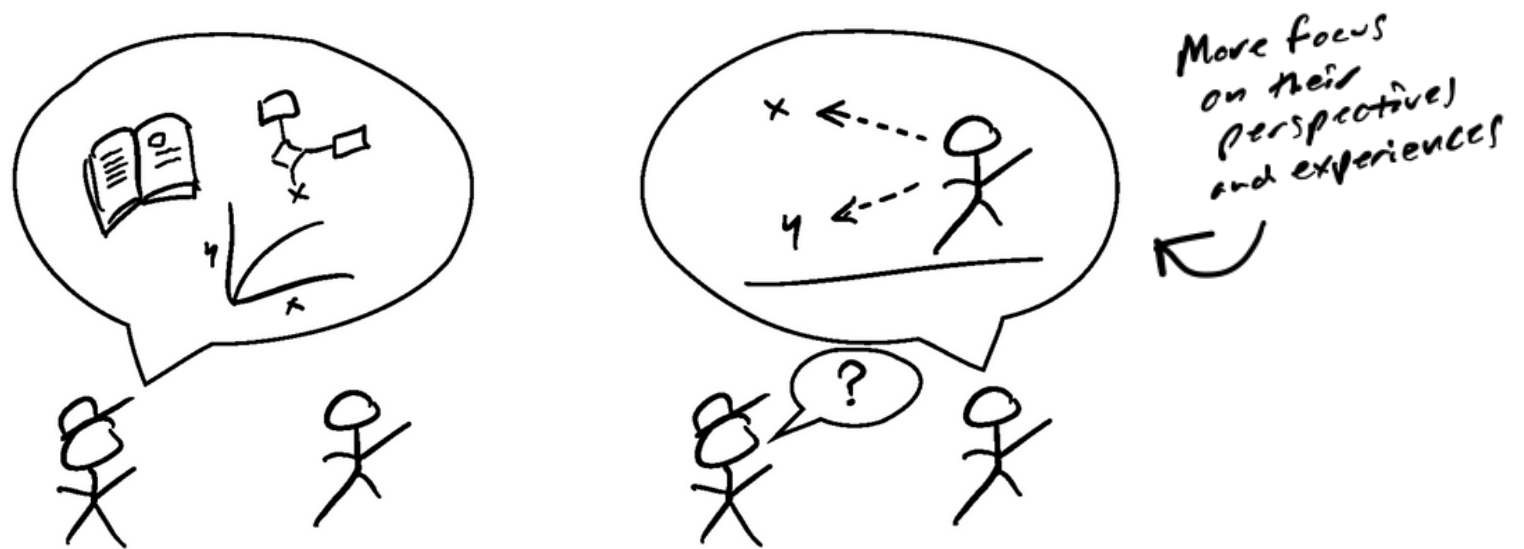
Leadership conversations
often fail when a single
approach is overly played.



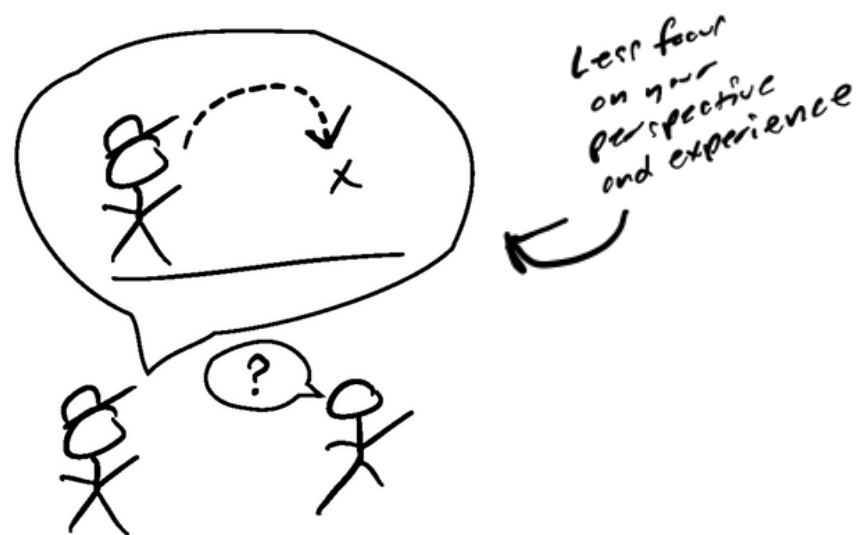
Be dynamic.
Switch hats.

To help colleagues develop as leaders...

Teach and Coach More



Mentor Less



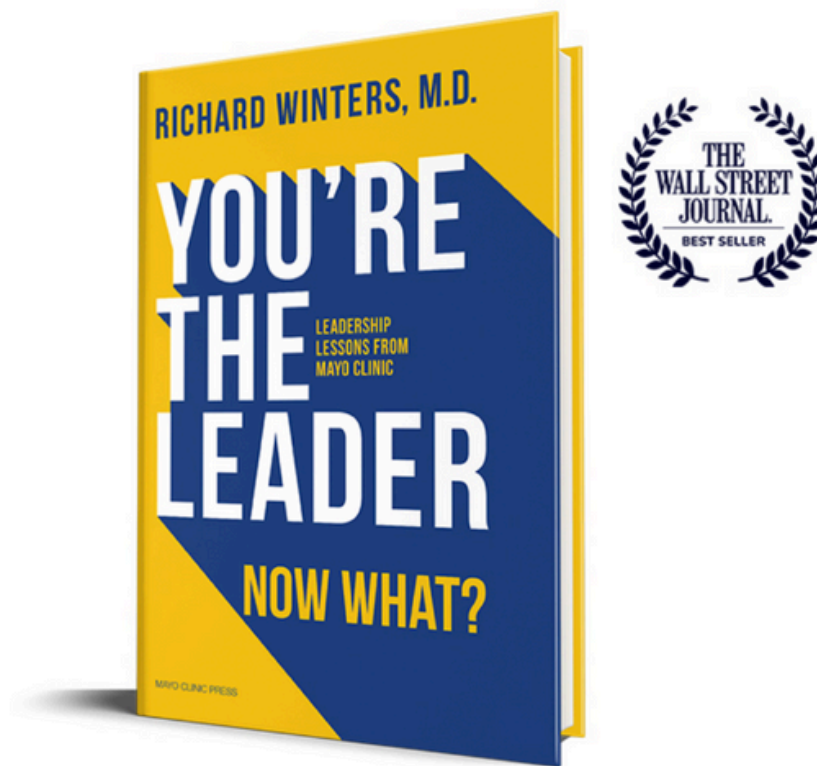
[Click here](#) to download a BMJ Leader article that explains the specifics of how to use the Five Hats of Effective Leaders



Winters RC, Chan TM, Barth BE
Five hats of effective leaders: teacher, mentor, coach, supervisor and sponsor
BMJ Leader 2024;8:9-14.

You're the Leader. Now What?

Leadership Lessons from Mayo Clinic



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Now What?