

Leading with Empathy & Grace

**Secrets to Developing High Performing
Teams**



Corinium
connected thinking

| CISO NY 2025

9 Sep 2025

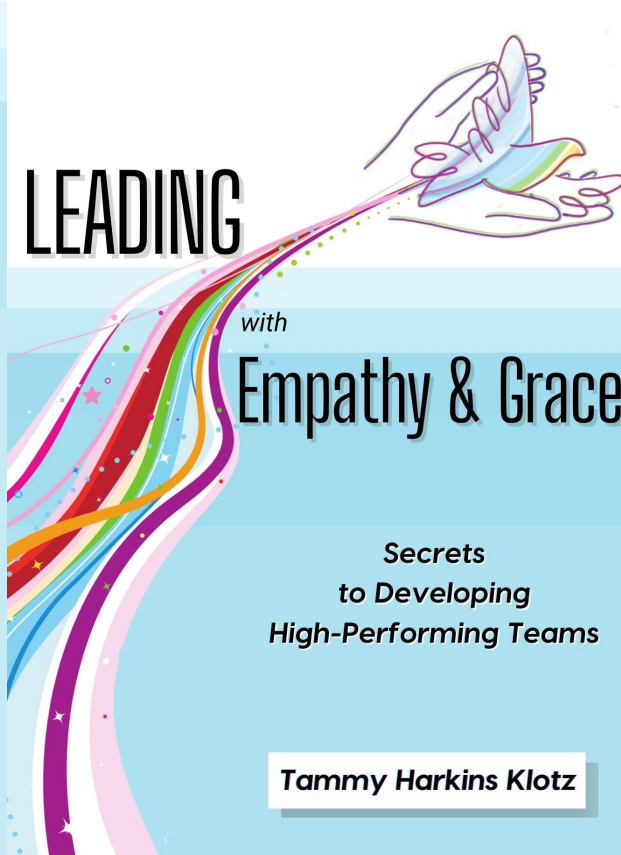
A Little Bit About Me

Tammy Klotz | LinkedIn

- Proud mom of two successful daughters
- Human-Centric Leadership Style
- Cybersecurity & IT Executive
- 30+ years in the manufacturing sector



What was inspiration for book?



Encouraged by a mentor to share my unique leadership style

Wrote during a career break to reflect on decades of leadership experience

Focused on real stories and actionable insights

My Leadership Philosophy



Empathy is a strategic leadership tool, not a soft skill



Grace guides my leadership choices; my internal compass



Story-driven approach, make it real and personal

Vulnerability & Authenticity



LOOK IN THE
MIRROR, BE
SELF-AWARE



ADMIT WHEN 'I DON'T
KNOW' TO BUILD
CREDIBILITY AND
TRUST



SHARE MISTAKES
OPENLY TO CREATE
PSYCHOLOGICAL
SAFETY

Respect & Cultural Awareness



UNDERSTAND AND
ADAPT TO GLOBAL
TEAM NEEDS



ACKNOWLEDGE TIME
ZONES, HOLIDAYS, AND
WORK STYLES



BUILD TRUST THROUGH
PROACTIVE LISTENING
AND INCLUSION

Trust Through Boundaries



SET AND HONOR
PERSONAL AND TEAM
BOUNDARIES



COMMUNICATE
CLEARLY AND
CONSISTENTLY



CREATE SAFETY TO
CHALLENGE IDEAS
WITHOUT FEAR

Resilience & Self-Care



COMEBACKS ARE
STRONGER THAN
SETBACKS



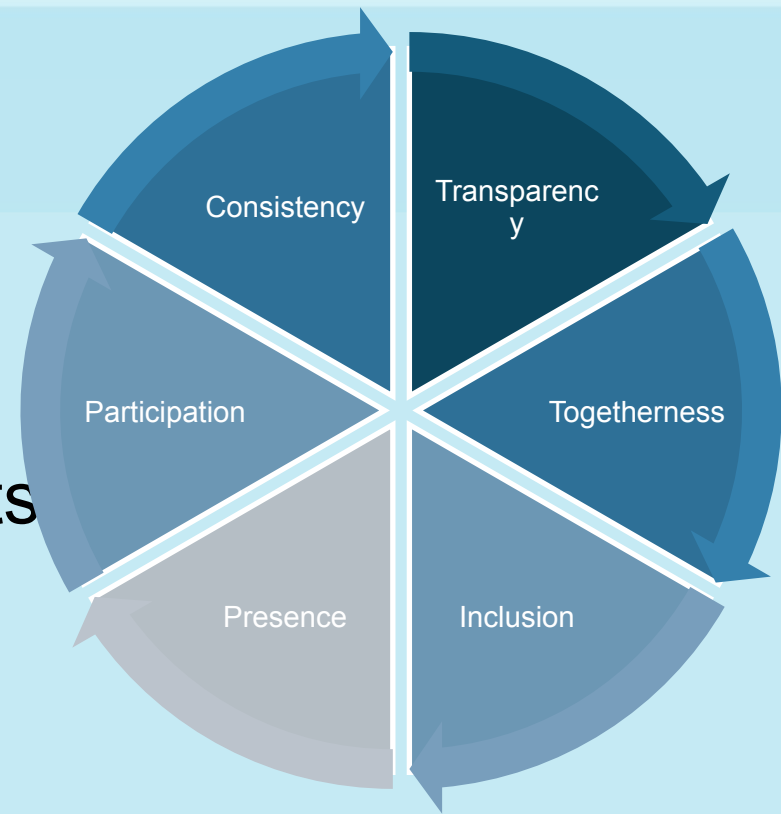
YOU CAN'T LEAD
OTHERS IF YOU'RE
RUNNING ON EMPTY



MODEL BALANCE,
BOUNDARIES, AND
RECHARGING

Empathy in Everyday Leadership

- Do Empathy Check-ins
- Take Grace Pauses
- Lead with Curiosity
- Practice the TTIPPC Model
- Build Systems of Trust
- Share Motivational Moments
- Address the Stress



Why Does It Work?


- Builds inclusive and high-performing cultures
- Aligns with modern values (purpose, authenticity, wellness)
- Empowered & valued teams innovate and adapt faster

Key Takeaways

Empathy and grace **can be** business accelerators

Vulnerability **can be** your superpower

Boundaries **can** protect your leadership energy

A stylized illustration of a hand holding a vibrant rainbow, with colorful streamers flowing downwards from the hand. The streamers are in shades of red, orange, yellow, green, blue, and purple, with small white stars scattered along their length.

If you lead with heart; the results will follow...

Will you let them?