Leadership Lessons from

WICKED

At TLG, we believe leadership lessons exist everywhere. This year at SOAHR, we explored the leadership themes behind WICKED – the story of the Wicked Witch of the West, long before Dorothy ever set foot in Oz.

Empathy

From their first meeting, Elphaba and Glinda seem destined to clash. But assumptions often block understanding. When we ***pause judgment and get curious instead***, we create space for trust and sometimes, unexpected partnership.

Self Confidence

Elphaba believes the Wizard will validate her, but reality tells a different story. Strong leaders balance ***conviction with awareness***: take in the environment, understand stakeholders, then act with intention.

Accountability

Charm and a 'dancing through life' attitude can mask a lack of ownership. Addressing it requires ***honesty and care***. Call out patterns constructively, but also recognize what a culture rewards. ***Sometimes leadership means deciding whether to stay or step away.***

Courage

Growth often requires letting go of approval, certainty, or ease. Courageous leadership means standing firm in your values, even when it's uncomfortable. What you gain is ***alignment, self-trust, and credibility***, things that can't be given, only earned.

Character

The leaders who shape us most lead with ***consistency, clarity, and character***. Start small: model the behavior you admire. Follow through on commitments. ***Lead in a way that others can trust.***