**Foster Work-Life Integration.** Just because you go to work doesn't mean you stop living. A popular concept for leaders is to push the notion of a work-life balance, but all that really means is to make your time spent working equal to that spent not working. Balance is not a bad thing, but in this context, it compartmentalizes life and work. In my opinion, leaders should instead foster a work-life integration environment where time at work feels fun and life-freedoms are accepted. Work should complement life, not compartmentalize it.

**Smile Policy.** Having an open-door policy is one thing but having an open door with a smile is the real deal. Leaders can say they have an open-door policy to encourage transparency, but no employee is going to saunter into a leader's office if they look uninviting—even if the door is open. It's not enough to work with an open door; leaders must invite the conversation to deliver true transparency. The best way to do that is with a smile when someone comes knocking.

**Take Time to Celebrate.** Celebrating a birthday is still a big deal—it's a party! This may seem sophomoric, but celebrations are infectious. A leader who celebrates birthdays gives employees permission to inject fun into the workplace. It's the easiest way to break down walls and create camaraderie. Leaders who celebrate let employees know they're human and that celebrating life is worth a break.

**Make HR the Concierge, not the Police.** As the department whose sole purpose is to manage the company workforce, Human Resources should always be positioned as a support department for employees. In essence, leaders in HR should act as concierge to employees rather than police.