



*DARE TO
LEAD-*

BE THE HUMAN
THAT RECOGNIZES
THE POTENTIAL IN
OTHERS AND
COMMITTS TO
HELPING OTHERS.

What will you need in order to get through this presentation?

- **PHYSIOLOGICAL SAFETY**- (safe spaces for whom? Judgement, power & control)
- VS
- **BRAVE SPACES**- Be Brave Together- Can YOU show up in a Brave Way?



“Leaders must either invest a reasonable amount of time attending to fears & feelings, or squander an unreasonable amount of time trying to manage ineffective & unproductive behavior”



4 SKILL SETS OF COURAGE

VULNERABILITY

VALUES

BRAVING/TRUST

LEARNING TO RISE

- TO SCALE DARING LEADERSHIP & BUILD COURAGE, CREATIVITY, COLLABORATION, IN TEAMS & ORGANIZATIONS, WE MUST CULTIVATE A CULTURE IN WHICH BRAVE WORK, ACCOUNTABILITY CONVERSATIONS, HEARTS ARE THE EXPECTATION &
- ARMOR IS NOT NECESSARY OR REWARDED. GIVE YOURSELF PERMISSION TO FEEL, DO, NOT DO, IN ORDER TO SHOW UP FOR THIS EXPERIENCE.

"ALL I KNOW IS THAT MY LIFE IS BETTER WHEN I ASSUME THAT PEOPLE ARE DOING THEIR BEST. IT KEEPS ME OUT OF JUDGEMENT AND LETS ME FOCUS ON WHAT IS, AND NOT WHAT SHOULD OR COULD BE" BRENE BROWN-RISING STRONG.

THE WAY FORWARD IS TO CONTINUALLY RECOGNIZE THE COMPLEXITY IN YOUR OWN STORY/SIDE OF AN ISSUE & THEN APPRECIATE THE COMPLEXITY OF ALL THE PEOPLE YOU ENCOUNTER

*ARMORED
LEADERSHIP
(being served)
VS
DARING
LEADERSHIP
(serving others)*





“We need to trust to be vulnerable, & we need to to be vulnerable in order to build trust.

When are we often most vulnerable?

ARMORED LEADERSHIP/SELF PROTECTION

Knowing & Being Right

Tapping out of Hard Conversations

Using Shame & Blame to Managing Accountability

Creating a “fit in” Culture

Leading for Compliance & Control

Leading Reactively

Resisting Change

Getting stuck in failure, setbacks

DARING LEADERSHIP

Being a Learner & Getting it Right

Leaning into Vulnerability

Leading from a place of Empathy & Learning

Practicing Values

Leading for shared purposes

Leading proactively-Mitigation

Accepting change & being Adaptable.

Owning/Celebrate Failure

“It is not the critic who counts; not the person who points out how the strong one stumbles, or where the doer of deeds could have done better. The credit belongs to the person who is actually in the arena, whose face is marred by dust & sweat & blood; whose mind has doubts and fears; who strives valiantly...who at the best knows in the end the triumph of high achievement, & who at the worst, if he fails, at least fails while daring greatly.” – Theodore Roosevelt. (edited by E Chase)

Call to Courage- "Walking into your "ARENA"

Arena- metaphor for a moment/experience when you share yourself, knowing you can't control the outcome or what people think.

The Arena-

Cheap Seats- advice,
judgement, criticism-

Season Ticket Holders-
comparison, scarcity,
shame- always there when
we are trying to be brave

Box Seats- built the arena
to benefit themselves &
others “like them”
stereotypes, fear,
misinformation.



*The support
section-*
*Action +
Empathy =
Compassion*



When you feel defensive, examine what you fear. 4 self-conscious affects

***Shame-** I am bad*

***Guilt-** I did something bad*

***Humiliation-** Did I deserve this?*

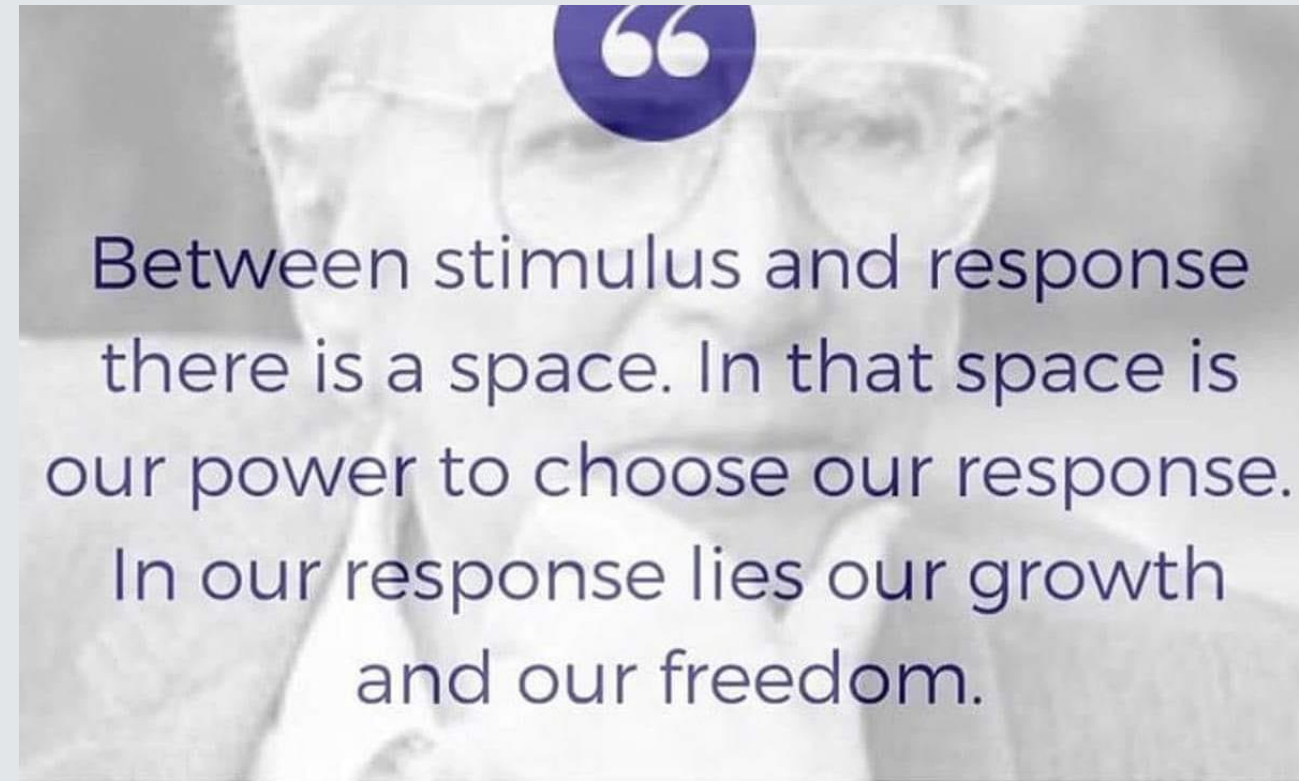
***Embarrassment-** often fleeting/often funny*

How shame can show up.....

*Gossip, Sarcasm, Comparison, Discrimination,
Bullying, Perfectionism, Power/control,
Blaming, Teasing, Harassment, Passive-
Aggressive, Gaslighting, Nostalgia, Back-
channeling, Finger pointing.*

*The Power of Yes' and..
The “Yes” is the
acceptance of the idea.
The “and” is your
contribution, in which,
you are opening yourself
up to the opportunity of
an experience.*


The conditions
created by Yes' and,
are a skill set that
should be practiced
in each
conversation.

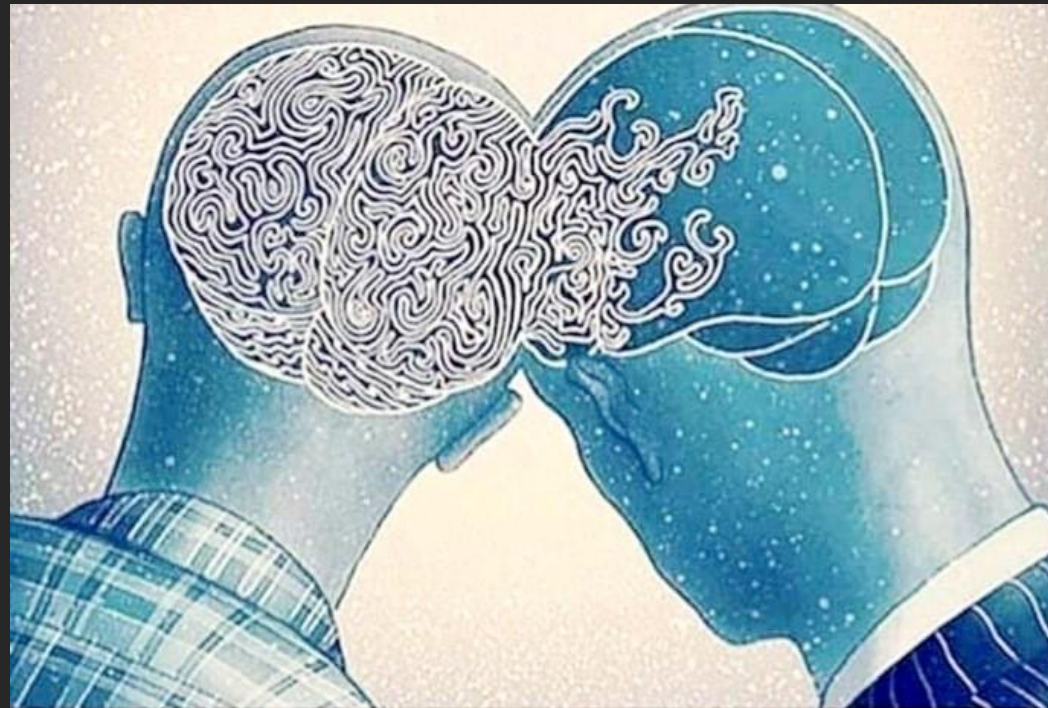


Between stimulus and response
there is a space. In that space is
our power to choose our response.
In our response lies our growth
and our freedom.

VIKTOR E. FRANKL

How can I start a conversation?

- 1. It can start with Acceptance, even without agreement. (say; “I hear you”)*
 - 2. The story I make up.*
 - 3. I’m curious about.*
 - 4. Tell me more. That’s not my experience.*
 - 5. Help me understand.*
 - 6. Walk me through your thoughts/actions.*
 - 7. We’re both dug in, tell me about your passion around this.*
- 



You become what you surround
yourself with.

Energies are contagious.
Choose carefully. Your
environment will become you.



May you have the courage to
break the patterns in your
life that are no longer
serving you