dare to lead
Learning Objectives:
the *official* ones
Learning Objectives: the *unofficial* ones
it's party time

Dare to Lead™ 2-Day Training

- Rumbling with Vulnerability
- Braving Trust
- Living into our Values
- Learning to Rise

Dates and times on back of card
Register online at AmyLeneker.com/Events
Paper and Pen
Intention:
Why did you choose this workshop?
Permission Slips
Permission Slips

What do you need to give yourself permission to do, feel or not do in order to show up for this learning experience?

Write down your permission slip.

Say hello!

1. Who are you?
2. Why are you here?
3. What was your permission slip and why?
Starting Place
Are you a leader?

When? Where? With whom?
How do you define leader?
A leader is anyone who takes responsibility for finding the potential in people and processes, and who has the courage to develop that potential.

Who we are is how we lead.
Who are you?
Welcome to Dare to Lead
Call to Courage
RUMBLING with Vulnerability
LIVING into Our Values
BRAVING Trust
LEARNING to Rise
the four skill sets of courage
SKILL SET #1

Rumbling with Vulnerability

EMBRACE THE SUCK.
You can’t get to courage without rumbling with vulnerability.

EMBRACE THE SUCK.
“The cave you fear to enter holds the treasure you seek.”

Joseph Campbell
What is the cave *you* fear to enter and why?
Courage

Vulnerability
Vulnerability is our most accurate measurement of courage.

BRENE BROWN
Vulnerability

Uncertainty, risk, and emotional exposure.

Brené Brown
Interview a Partner at a Different Table

1. I grew up believing that vulnerability was...
2. For me, vulnerability feels like...
3. How does the fear of being vulnerable keep you from courage?
4. How will you need to be more vulnerable to answer your call to courage?
5. What would support look like?
Police report
Detective interviews
In danger
chaos
Crime
exposed
FEAR
Vulnerable
Vulnerability is our most accurate measurement of courage.

BRENE BROWN
1. 6 Myths of Vulnerability and how they keep leaders and organizations from succeeding.

2. How to lead and coach others with vulnerability and courage.

3. Navigating change and transitions.
SKILL SET #2
Living into our Values
huh?
Daring leaders who live into their values are never silent about hard things.
Exercise

Write down 1 or 2 beliefs that are most important to you.

1. Does this define me?
2. Is this who I am at my best?
3. Is this a filter that I use to make hard decisions?

Source: Brené Brown
Share one of your values

1. What are 2-3 behaviors that support this value?

2. Who is someone that knows you value this and supports your efforts to live into it?

3. What is an example of when you were fully living into this value?

4. What are the early warning indicators or signs that you’re living outside this value?
Integrity is choosing courage over comfort; choosing what is right over what is fun, fast or easy; and choosing to practice our values rather than simply professing them.
Of the organizations that had values, what percentage had *operationalized* them?

Less than 10%

Two-Day Training Covers How to *Operationalize* Organizational Values

1. Taking values from words to behaviors.

2. How to use organizational values to give and receive engaged feedback.

3. How to include organizational values into your workplace.
SKILL SET #3

Braving Trust
Clear is kind.

UNCLEAR IS UNKIND.
Volunteer from your table to read a quote and facilitate a discussion?
Sometimes speaking the truth feels like we are being unkind, especially when sharing difficult information or feedback. But in reality, dancing around the truth is unkind.

When we avoid stating the truth – when we are vague or ambiguous under the guise of being kind – it is often because we are tying to lessen the discomfort for ourselves, not the other person.

Source: Brené Brown
BRAVING Boundaries
BRAVING
Boundaries
Reliability
BRAVING
Boundaries
Reliability
Accountability
BRAVING

Boundaries
Reliability
Accountability
Vault
Integrity
BRAVING

Boundaries
Reliability
Accountability
Vault
Integrity
Non Judgment
BRAVING

Boundaries
Reliability
Accountability
Vault
Integrity
Non Judgment
Generosity
1. Assess the level of trust on your team.

2. Operationalize specific behaviors to build trust.

3. Operationalize behaviors to talk about when trust is damaged and how to repair it.
SKILL SET #4

Learning to Rise
Rising strong = self-awareness through crisis
Emotionally-healthy workplaces start with emotionally-healthy leaders.
Leaders must either invest a reasonable amount of time attending to fears and feelings, or squander an unreasonable amount of time trying to manage ineffective and unproductive behavior.
1. Anxiety and stress in organizations.

2. Skills to balance over-function and under-function.

3. How to identify the 6 most common unhealthy ways of dealing with emotion in the workplace.
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Closing
Keep in Touch!

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