

# *dare to lead*<sup>TM</sup>

Presented by

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Leadership Consultant &  
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BRAVE WORK. TOUGH CONVERSATIONS. WHOLE HEARTS.

#1 NEW YORK TIMES BESTSELLING AUTHOR  
**Brené Brown**  
PHD, LMSW

# dare to lead

BRAVE WORK.  
TOUGH CONVERSATIONS.  
WHOLE HEARTS.

DARING GREATLY AND RISING STRONG AT WORK





# 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](https://AmyLeneker.com/Events)**



# Paper and Pen



**Intention:**

**Why did you choose this workshop?**



# Permission Slips



# Permission Slips

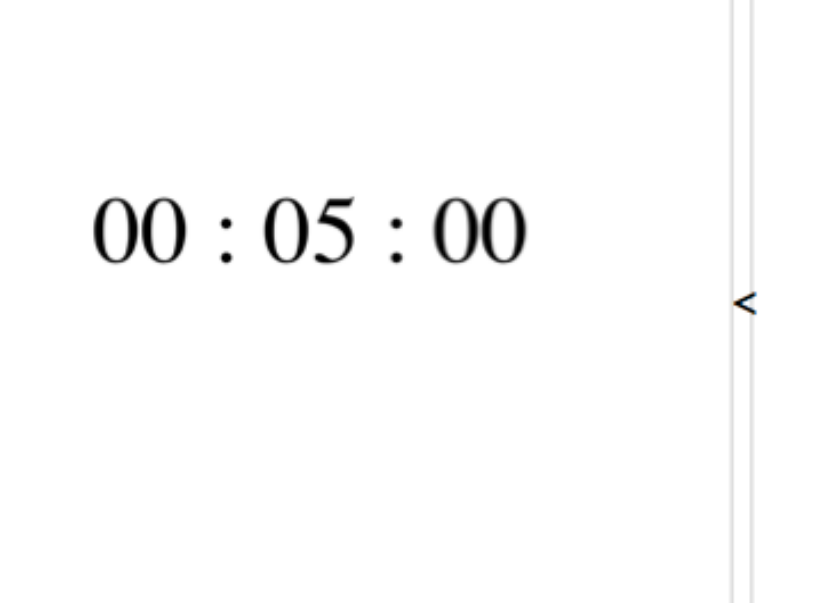
What do you need to give yourself permission to do, feel or not do in order to show up for this learning experience?

Write down your permission slip.

Source: Brene' Brown, [www.BreneBrown.com](http://www.BreneBrown.com)

# Say hello!

1. Who are you?
2. Why are you here?
3. What was your permission slip and why?



00 : 05 : 00




# Starting Place

Are you a leader?

When? Where? With whom?



How do *you* define leader?

A quote by Brené Brown is written in a dark teal, serif font on a light grey piece of paper. The paper is placed on a dark wooden surface. In the top right corner, a small white pot contains a green succulent with small, pointed leaves. The text is arranged in a curved path, following the shape of the paper.

**A leader is  
anyone who takes  
responsibility for  
finding the potential  
in people and  
processes, and who  
has the courage to  
develop that  
potential.**

SELF-AWARENESS AND  
SELF-LOVE MATTER.

*Who we  
are is  
how we  
lead.*



Brené Brown



**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.



Brené Brown



“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?

00 : 10 : 00





Police report

Detective interviews

In danger

chaos

Crime

**FEAR**

exposed

Vulnerable

---

Vulnerability  
is our most  
accurate  
measurement  
of courage.

---

BRENE BROWN



*dare  
to  
lead*



**SAN ANTONIO, TEXAS**  
*June 19-21, 2019*



A large, light-colored number '6' is painted on a dark blue wooden door. The door has a brass doorknob and a keyhole. The number '6' is composed of several overlapping circular and semi-circular shapes. The background of the door is dark blue wood with vertical grain. The number '6' is light grey or white with some texture. The door is set in a stone frame.

# Six Myths of Vulnerability



SKILL SET #2

# *Living into our Values*

Hang in There, Baby!



*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?



# 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?

A string of warm white lights is suspended against a blue background. One light in the foreground is in sharp focus, while others are blurred in the background. The overall mood is calm and contemplative.

**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%

Source: Brené Brown, [www.BreneBrown.com](http://www.BreneBrown.com), 2018

# 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

# *Brawing Trust*

*Clear*  
*is* UNCLEAR  
IS UNKIND.  
*kind.*



*(Unknown)*

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 trying to lessen the discomfort for ourselves, not the other person.*

Source: Brené Brown



# BRAVING



# BRAVING

Boundaries



# BRAVING

**Boundaries  
Reliability**

# BRAVING

**Boundaries  
Reliability  
Accountability**

# BRAVING

**Boundaries  
Reliability  
Accountability  
Vault**

# 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.

## 2-day Training

*it's party time*

**Dare to Lead™ 2-Day Training**

● Rumbling with Vulnerability  
Braving Trust

↓

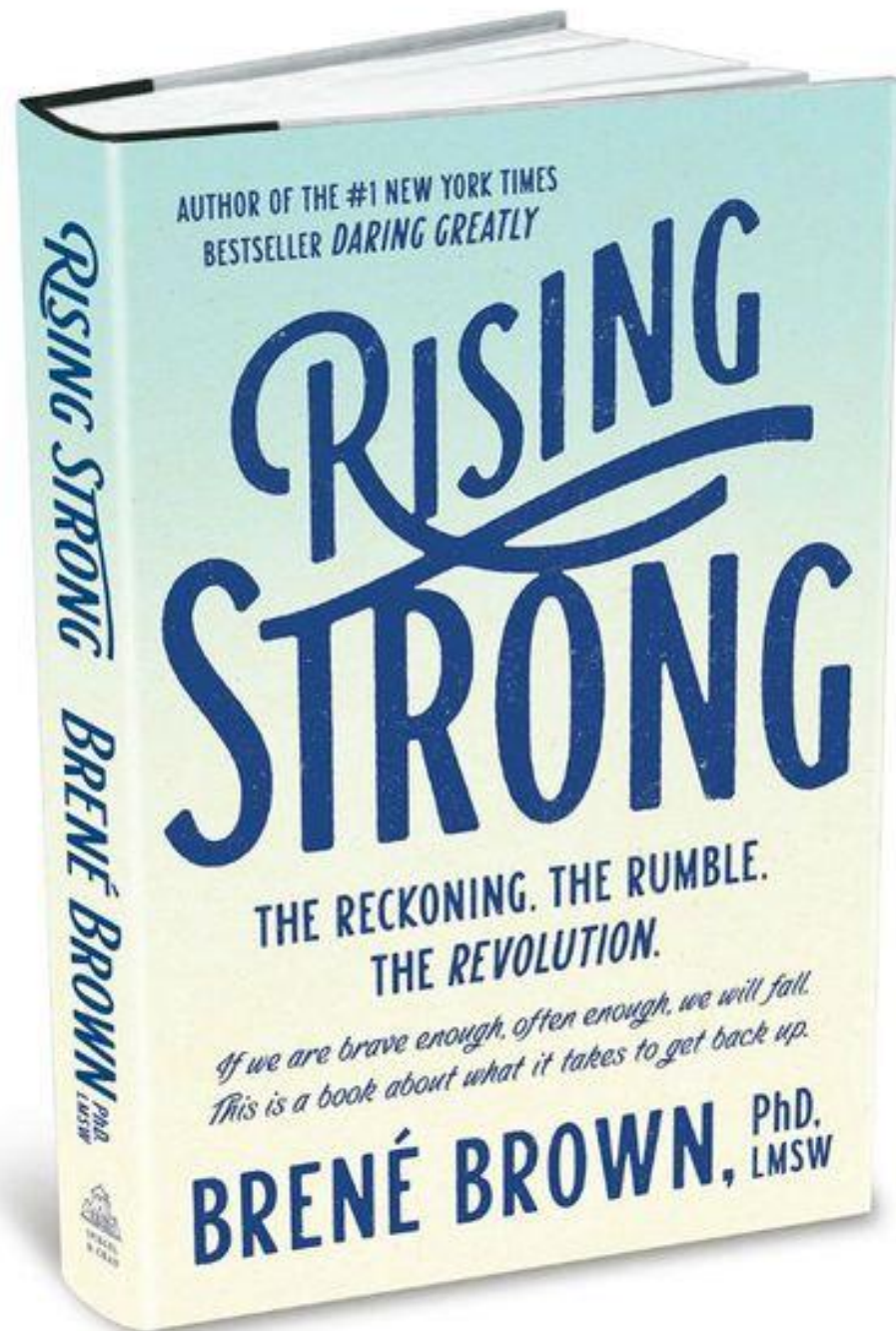
Living into our Values  
Learning to Rise

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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.

Source: Brené Brown

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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it's party time

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# *Closing*

# Keep in Touch!

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