

Dare to Lead™

Overview

This workshop is all about your own leadership self-awareness, identifying your call to courage as a leader and the learning, practice and integration of the four courage skills sets so you can show up authentically in life and leadership. Dare to Lead™ is the ultimate playbook for developing brave leaders and courageous cultures. The greatest barrier to daring leadership is not fear; the greatest obstacle is armor – how we self-protect when we feel uncertainty, risk and emotional exposure. Learn the skills to move from armored leadership to daring leadership. Daring leaders are self-aware, know how to have hard conversations, hold themselves and others accountable, build trust, lead with empathy and connection, take smart risks that lead to innovation, reset quickly after disappointments and setbacks, and give and receive feedback. This interactive curriculum is delivered in five, half-day sessions and is based on the research by Brené Brown.

Target Audience

Team leaders, managers, executives, and other business and IT professionals who lead others as well as Individual contributors ready for transformational self-development as a leader

Course Objectives

Recognize vulnerability as the emotion we feel during times of uncertainty, risk, and emotional exposure.
Explain why courage requires vulnerability.
Establish a link between what I learned and behaviors I want to change.
Recognize the critical role that self-awareness plays in daring leadership.
Give examples to support how armor – not fear – is the greatest obstacle to daring leadership.
Identify the four skill sets that make up courage: rumbling with vulnerability, living into our values, BRAVING trust, and learning to rise.
Recognize that courage is a collection of four skill sets that are measurable, observable, and teachable.
Recognize that vulnerability is the birthplace of many of the behaviors that define daring leadership, including creativity, accountability, and difficult conversations.
Give examples of why daring leadership requires showing up for hard conversations and rumbles, including giving and receiving feedback.

Course Outline

1 - The Heart of Daring Leadership

Permission Slips
Container Building

2 - Armored Leadership versus Daring Leadership

Call to Courage
Assembling Our Armor
Building Grounded Confidence to Replace our Armor
Applying the 5Cs

3 - Self-Awareness & Emotional Literacy

Developing Emotional Literacy
Getting Curious About Emotions
Exploring the Iceberg

4 - The Myths of Vulnerability

Rumbling with Vulnerability
The Six Myths of Vulnerability
Exploring Your Arena

5 - Shame Resilience

Shame 101
Defining Shame
The Physiology of Shame
Shame Shields
How Shame Shows Up in Organizations
How Shame Shows up at Work

6 - Empathy and Self-Compassion

Attributes of Empathy
What Does Empathy Look Like?
Empathy Misses
Comparative Suffering
Self-Compassion
Talk to Yourself the Way You Talk to Someone You Love
Empathy & Self-Compassion Commitment
Supplemental Exercise: Kristin Neff's Self-Compassion Scale
Supplemental Exercise: Putting Empathy, Curiosity, and Rumble Tools in Action

7 - Living Into Our Values

Living Into Our Values
Values Clarification
Taking Values from Professing Words to Practicing Behaviors

8 - Grounded Confidence and Rumbling Skills

Grounded Confidence and Rumbling Skills
Rumble Starters
The 5Cs of Strategic Thinking, Decision Making, and Delegation
Using the 5Cs
Supplemental Exercise – Gritty Faith & Gritty Facts
Supplemental Exercise – Horizon Conflict

9 - Engaged Feedback

Giving Engaged Feedback
Recognizing Defensiveness in Feedback Conversations

10 - BRAVING Trust

BRAVING Trust
Square Squad
Rumbling with Self-Trust
Trust with Others
Trust on Teams
Rumbling with Living BIG

11 - Learning to Rise: The Reckoning

Learning to Rise: The Rising Strong Process
The Rising Strong Process
Getting Emotionally Hooked
Offloading Hurt: Barriers to Reckoning with Emotion
Strategies for Reckoning with Emotion

12 - The Rumble and The Revolution

Writing My SFD
The Delta
The Revolution: When the Process Becomes a Daily Practice
Supplemental Exercise – Reset and Resilience Practices

13 - Integration

Dare to Lead Integration Plan

Technical

- [Azure](#)
- [Dynamics CRM](#)
- [Exchange](#)
- [SharePoint](#)
- [Skype for Business](#)
- [SQL Server](#)
- [System Center](#)
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- [Windows Server](#)

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