Daring Change: Two Truths and a Lie
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Hello! Thanks for being here!
Today –

- What Brené Brown’s latest research means for you
- Critical role courage and vulnerability play in leading change
- Why and how to engage others as change catalysts
- Actionable strategies for leaning into our own discomfort with courage

Brené Brown, Ph.D.
It's not the critic who counts; not the man who points out how the strong man stumbles, or where the doer of deeds could have done them better. The credit belongs to the man who is actually in the arena, whose face is marred by dust and sweat and blood; who strives valiantly; who errs, who comes short again and again, because there is not effort without error and shortcoming; but who does actually strive to do the deeds; who knows great enthusiasms, the great devotions; who spends himself in a worthy cause; who at the best knows in the end the triumph of high achievement, and who at the worst, if he fails, at least he fails while daring greatly...

Theodore Roosevelt
Vulnerability

Courage
Have you faced these recently?

A. Received or shared tough feedback
B. Made a decision with negative impact on someone
C. Resolved conflict
D. Delivered disappointing information
E. Asked for help
"...deep and sustained organizational change requires developing both an organization's talent and its culture in ways that are aligned with its strategy."

Center for Creative Leadership

Two truths
One lie
Authentic leaders demonstrate a passion for their purpose, *practice their values consistently*, and lead with their hearts as well as their heads.

Lead with love

Five Keys to a Successful Team

1. Psychological Safety
   Team members feel safe to take risks and be vulnerable in front of each other.

2. Dependability
   Team members get things done on time and meet Google's high bar for excellence.

3. Structure & Clarity
   Team members have clear roles, rules, and goals.

4. Meaning
   Work is personally important to team members.

5. Impact
   Team members think their work matters and creates change.

Source: Nov. 17, 2015 https://rework.withgoogle.com/blog/five-keys-to-a-successful-google-team/
**Every Employee a Manager** Guiding Principles

- "People achieve more when their job is worth doing and challenging enough to rouse their interest.....

- People act more responsibly when they are involved in setting their own goals....

- People work better when there is mutual trust, respect, concern, and integrity among them as human beings, regardless of the level of their jobs."

*Every Employee a Manager: More Meaningful Work Through Job Enrichment, M. Scott Myers, 1970*

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"I've come to believe that a leader is anyone who holds her- or himself accountable for finding potential in people and processes and developing that potential. The term leader has nothing to do with position, status, or number of direct reports."

Brené Brown
If you want to go far, go together.

African Proverb

"Cultural change is a million acts of individual courage and kindness. That's the only way our culture has ever changed, and it's the only way it will change. And if you believe that...you're a change agent, I'm a change agent."

Mary Pipher
Stick Your Neck Out

Have the courage of your convictions
Get Your Feet Wet

Ask and offer
Collaborators

How will you dare greatly?
Your insights and experiences?
Questions?

Brave Leaders Inc provides online courage-building programs for leaders at every level of an organization. Visit us at www.braveleadersinc.com to learn more.

Brené Brown’s website with information about her research, recommended reading, links to videos, free downloads, and other resources http://brenebrown.com/
Thank you for joining!

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