Brave Leadership
Through Change & Challenge

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Dawna Jones
Assistant Dean, Dean Of Students Office

Chloë Russell
Assistant Dean, Hardin Hub For Career & Academic Advising
Our Goals

Discuss definitions and descriptions of Brave Leadership

Disrupt popular myths about effective leadership in practice

Engage in Exercises to:

  Reflect on your team’s needs

  Construct new ways of engaging towards more creative, innovative, healthy and collaborative work cultures
Getting Started

Ground Rules
Giving Yourself Permission
What’s In Your Container?
Building A Leader
What Stands In The Way Becomes The Way
Behaviors & Cultural Issues

Avoiding tough conversations, including giving honest, productive feedback.

Spending time managing problematic behaviors, instead of proactively acknowledging and addressing the fears and feelings that show up during change.

Diminishing trust caused by a lack of connection and empathy.

Taking smart risks or creating and sharing bold ideas to meet changing demands and the insatiable need for innovation.

Defining ourselves by setbacks, disappointments, and failures.
What Stands In The Way Becomes The Way
Behaviors & Cultural Issues

Shaming and blaming, rather than accountability and learning.

Opting out of vital conversations about diversity and inclusivity from fear of looking wrong, saying something wrong, or being wrong.

Rushing into ineffective or unsustainable solutions when something goes wrong rather than staying with problem identification and solving.

Assessing organizational values in terms of aspirations, rather than actual behaviors that can be taught, measured, and evaluated.

Keeping people from learning and growing as a result of perfectionism and fear.
“You Can’t Get To Courage Without Walking Through Vulnerability.”

-Brené Brown
Rumbling with Vulnerability

Moving towards courage by leaning into your fears, knowing your triggers, having tough conversations and focusing on clarity.

Living Into Our Values

Identifying your values (and the behaviors that represent them) and from there selecting your Top 2 values to abide by during times of change.

Braving Trust

Becoming trusting and trustworthy by aligning your words and actions, being someone others can count on and owning your role in an issue.

Learning to Rise

Choosing to respond and react to situations based on their context; and learning to expect that resiliency will be necessary.
How To Become Trusting And Trustworthy

Boundary-setting
Respecting boundaries, seeking clarity if needed and being willing to say No

Reliability
Doing what you say you will do—staying aware of competencies and limitations so can deliver and not overpromise

Accountability
Owning your mistakes, apologizing and making amends

Vault-closing
Not sharing information or experiences that are not yours to share

Integrity
Choosing courage over comfort; right over fast, fun or easy; and practicing values rather than simply professing them

Non-judgement
Asking for help and talking without judgement

Generosity
Extending the most generous interpretation possible to the intentions, words, and actions of others
Armored Or Daring?
An Activity For Practice

For each of the elements, rate your team’s culture on the spectrum of Armored Leadership (1 point) to Daring Leadership (4 points). Add up the number of points and enter that total in the top of the model.

As a team, decide on the two most daring and the two most armored behaviors your team displays. Discuss the rewards for daring versus armored leadership?

What is one shared commitment that everyone can make as a group to create a more daring leadership culture?
Moving Forward

**Tools**

Dare to Lead Read-Along Workbook
Daring Leadership Assessment

**Other Resources**

Vulnerability + Self-Awareness + Candor = Bravery