Human Centric Leadership

With Kristi Frederick

Omnia Vincit Amor

Leader

Anyone — at any level — who takes responsibility for **finding the potential in people and processes** and has the **courage to develop that potential**. - Brené Brown

Daring Leader

A leader willing to identify where they want to be braver and build the skills to step into the vulnerability of courage, **not with armor but with grounded confidence.**

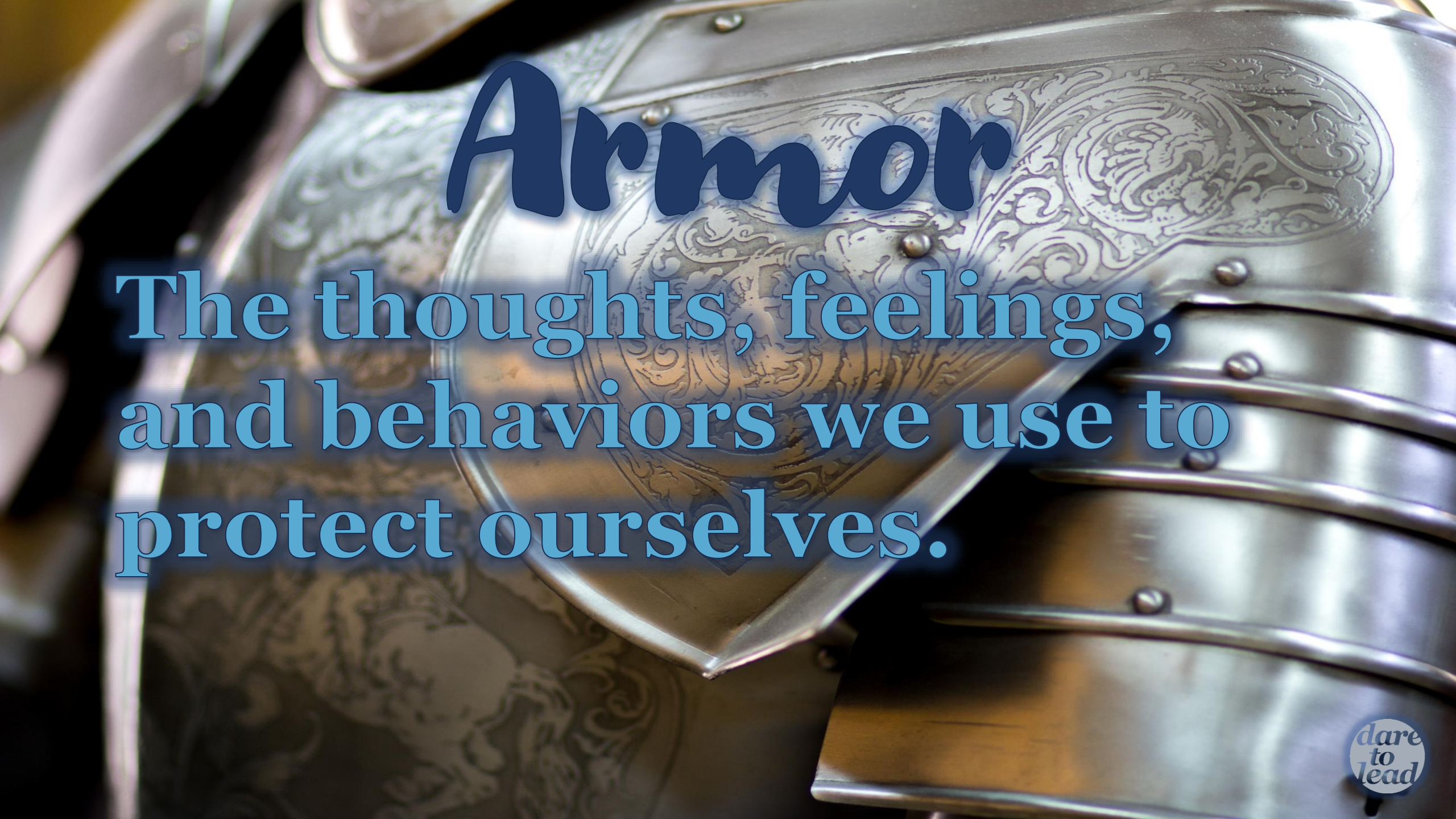
Courage Culture

An environment where brave work, tough conversations, and whole hearts are the expectation, and **armor is neither necessary nor rewarded.**

Daring Leadership

A collection of four skill sets that are teachable, observable, and measurable:

1. Rumbling with Vulnerability
2. Living into Our Values
3. Braving Trust
4. Learning to Rise


Armor
The thoughts, feelings, and behaviors we use to protect ourselves.
dare to lead

Armor in the Workplace

- Back-channeling
- Blaming and finger-pointing
- Bullying
- Comparison
- Cover-ups
- Discrimination
- Favoritism
- Gossiping
- Harassment
- Invisible Army
- Nostalgia
- Passive-Aggressive Behavior
- Perfectionism
- Power-over
- Sarcasm
- Self-worth tied to productivity
- Teasing

dare to lead

The Heart of Daring Leadership

1. Embrace the suck

2. Who we are is how we lead

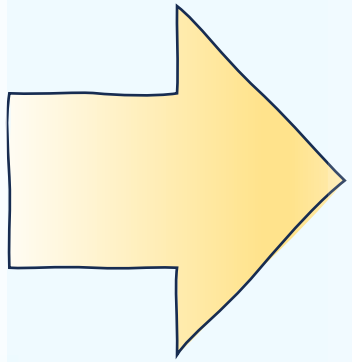
3. Cultivate a culture in which brave work, tough conversation, and whole hearts are the expectations, and armor is not necessary or rewarded.

"Don't Shrink.
Don't Puff Up.
STAND ON
Your Sacred GROUND."

- Brene Brown

Armored

1 Being a knower & being right



Daring

Being a learner & getting it right

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2 Tapping out of hard conversations

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Leaning into vulnerability & skilling up for hard conversations

3

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Using shame & blame to manage

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Using empathy, accountability, & learning

4

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Fostering a scarcity-driven culture

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Committing to & modeling "enoughness"

5

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Professing values

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Practicing values

6

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Driving a "fitting in" culture

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Cultivating a culture of belonging

7

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Leading for compliance & control

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Leading for commitment & shared purpose

8

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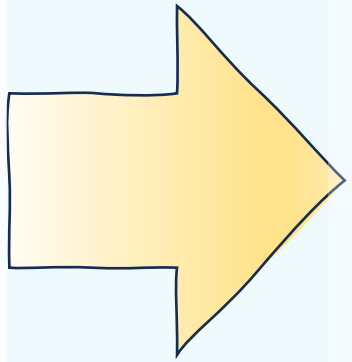
Leading reactively



Daring

Leading proactively & strategically

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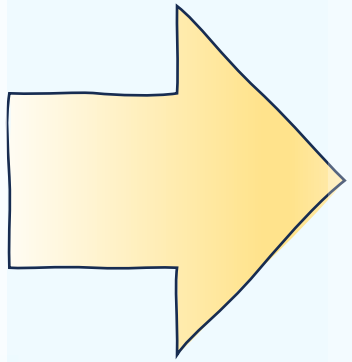
Armored

Resisting change



Daring

Accepting & embracing change

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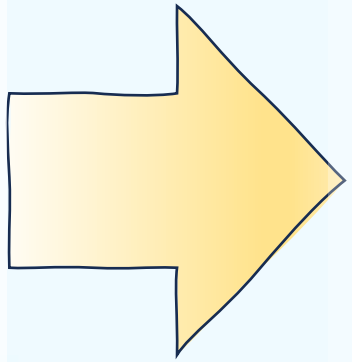
Armored

Getting owned by failures & setbacks



Daring

Owning our failures & setbacks

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Armored

Perceiving leadership as being served by others

Daring

Understanding leadership means serving others

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Don't Puff Up.
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- Brene Brown