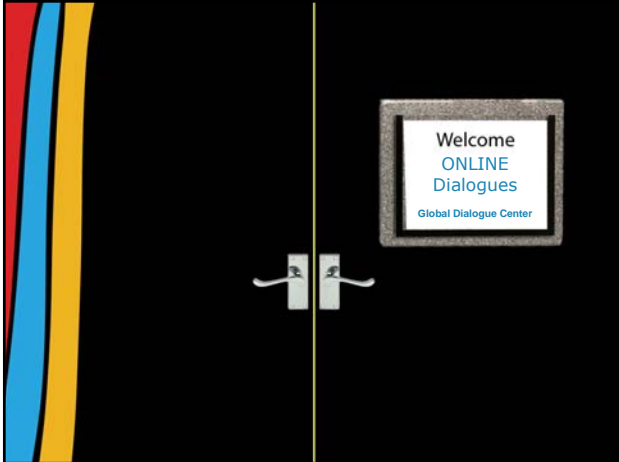
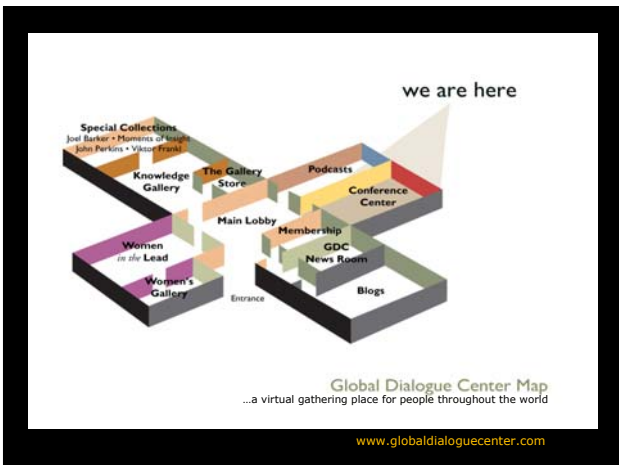



SLIDESHOW SUMMARY for Participant Notes - MARCH 23, 2011 COURAGEOUS LEADERSHIP with Bill Treasurer










Debbe Kennedy | **dialogue host**
 founder | Global Dialogue Center
 author | **PUTTING OUR DIFFERENCES TO WORK**
*The Fastest Way to Innovation, Leadership,
 and High Performance*



Bill Treasurer | **guest thought-leader**
 founder and chief encouragement officer
 GIANT LEAP Consulting
 author | **COURAGEOUS LEADERSHIP**



COURAGEOUS LEADERSHIP
 Boosting Your Effectiveness, Impact, and Influence at Work

with Bill Treasurer



On the **AGENDA**

- **SETTING THE STAGE** for our conversation
 - Where are **YOU**?
 - What **YOU** told us about yourselves?
 - What brought **YOU** here?
- **COURAGE LEADERSHIP**
 Boosting your Effectiveness, Impact, and Influence at **WORK**
 - Seeding conversation with **Bill Treasurer**
 - Sharing best practices | your stories | your ideas
 - Gathering **IDEAS** to take home
- **YOUR REFLECTIONS** *Informal Virtual Break follows...*







Administrator
Analyst
Aspiring writer
Assoc. Director of Wi-Fi Services
AVP-Spiritual Life & Church Relations
Broker
Business Advisor
CEO
CEO and Founder
CEO/President
Channel Program Manager
Chief Marketing Officer
Chief Officer
Children's social/emotional wellness coordinator
Co-Owner | Marketing Director
Co-Director
Communications Representative
Consultant
Creative Entrepreneur
CSEM
Director | Marketing
Director
Director | National Project Mgmt.
Director | Alternate Dist. Channels
Director | Development Services
Director | Operations
Director | Physical Therapy Program
Director | Retail Alt. Dist. Channel
Director | Organizational Dev. & Trg.
Director | Strategic Diversity Prog.

Director | Strategy/Transformation
Education Consultant
Engineering Manager
Enterprise Leadership Consultant
Executive Director
Extension Specialist
Facilities Manager
Founder | Director
Founding Board Member
Global Manager Scheduling
Health Educator
HR Director
HR Program Manager
HR Specialist
HR Technology Strategy Director
HRG
Mktg.
Internet Marketing Manager
IT Analyst
IT Project Manager
Lead Architect
Lead Faculty
Learning Consultant
Manager
Manager | Project Management
Master Black Belt
Manager
No Title
Organization & Leadership Consultant
Owner | Owner (HR Advisor)
PDM Project Manager
PhD Student | Intern
Planner and Transformational Advisor
PM/DRC

President
Principal
Professor
Program Manager
Project Manager
Principal Director
Quality Assurance Manager
Quality Control Manager
Quality Improvement Advisor
Reducing Health Disparities
Education Coordinator
Resident Unit Manager
Sales Management Support
Sales Representative
Software Engineer
Sr. Client IT Support
Sr. Director | Commercial Ops.
Sr. Director | CES Projects
Sr. HR Specialist and
Training Coordinator
Sr. Program Support Asst.
Sr. Vp Human Resources
Srv. Segment Mgr.
Team Leader
Technical Services
Professional - Senior
Training Manager
University Program Dept
VP | Technology Project Team
Manager
Workforce Organizational
Consultant
Writer corporate educator

How you described yourselves... *Partial List*

Key industries and areas of expertise...

Aerospce
Banking | Financial Management
Communications
Computers | IT | Software | Networking
Children's Education | Products & Svcs
Chemical | Process
Churches | Religious Orgs
City | County | State Government
Colleges and Universities
Community and Public Services
Consulting Services | Coaching
Distribution | Mfg.
Education and Schools
Engineering
Environment
Fortune 100 Corporations
Healthcare | Hospitals
Hospitality | Hotels | Travel
Human Resources
Insurance
Legal | Law Enforcement
Management and Leadership Development
NGOs | Non-Profits
Pharmaceuticals
Petroleum
Products | Marketing Svcs
Professional Services | Consulting
Small/Medium Businesses
Telecommunications
Television and Media
Utilities | Energy
Virtual Communities | Internet Services
Writers | Artists | Theatre

Full Question:

What BEST describes your TOP CHALLENGE in boosting your effectiveness, impact, and influence at work?

Full Choices:

- BREAKING through the NOISE and uncertainty.
- RESISTANCE and COMMITMENT to CHANGE at the TOP/MIDDLE.
- Others' RECOGNIZING my ABILITY and POTENTIAL.
- My current level CONFIDENCE inhibits me.
- KNOWLEDGE and KNOW-HOW about WHAT TO DO.
- Enough TIME.

Results:

0%	0
0%	0
0%	0
0%	0
0%	0
0%	0

No Vote


Full question open Results are hidden



It is not FAIR to as others to do what YOU are unwilling to do YOURSELF.
- Eleanor Roosevelt

New leadership landscape

QUESTION for Bill



Why are you convinced that COURAGE is a CRITICAL SKILL for leaders at all levels?



COURAGEOUS LEADERSHIP
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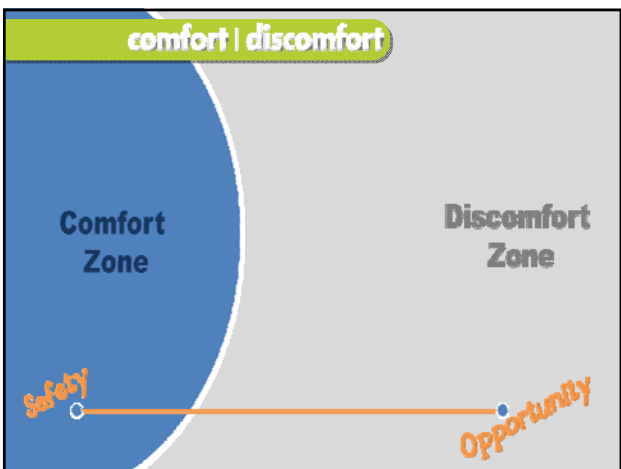
Courage is a skill.

Everyone can be courageous.

People with courage perform better.

People increase courage in many ways.

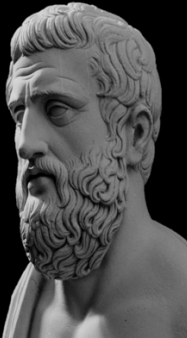
The whole organization benefits when people are more courageous.




cultural transformation	
 LESS	 MORE
Finger-pointing	Personal accountability
Change resisting	Change embracing
Apathy and resignation	"Stepping up to the plate"
Brown-nosing	"Speaking truth to power"
Suspicion and distrust	Presuming positive intent
Fear and anxiety	Confidence

courage is a virtue

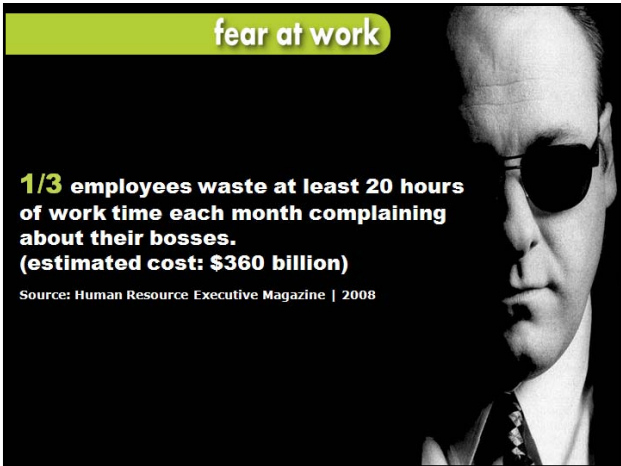
COURAGE IS THE FIRST VIRTUE ...IT MAKES ALL THE OTHER VIRTUES POSSIBLE.

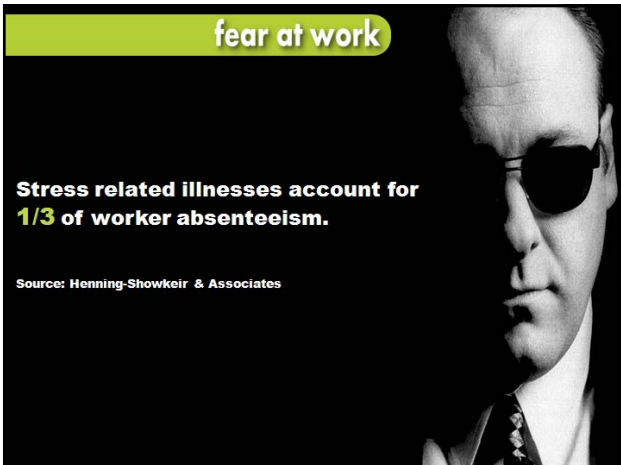


courage is personal







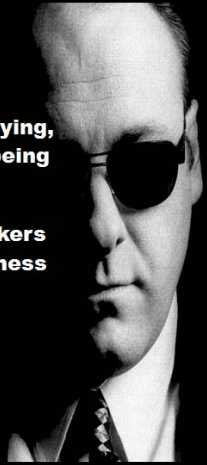


fear at work

In a recent study of workplace bullying, **37%** of American workers report being bullied on the job.

A UK study found that **25%** of workers who are bullied, and **25%** who witness bullying, will quit their jobs.

Source: Zogby International



fear at work

Fearful workers are twice as likely to be depressed, and **33%** more likely to report exhaustion and sleep disorders.

Source: FSU study



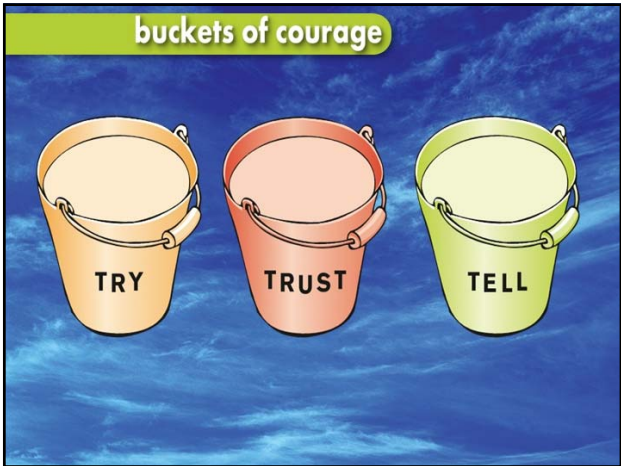
fear at work

“Fear has become the primary motivator.”

— Margaret J. Wheatley







TRY courage



Associated with:

- "Stepping up"
- First attempts / pioneering
- Action

Requires:

- Overcoming inertia
- Energy expenditure

RISK: YOUR ACTIONS MAY HARM OTHERS

TRUST courage



Associated with:

- Following others' lead
- Letting go
- Inaction

Requires:

- Giving up control
- Being vulnerable

RISK: OTHER PEOPLE'S ACTIONS MAY HARM YOU

TELL courage



Associated with:

- "Speaking out"
- Asserting one's voice
- Truth-telling

Requires:

- Independence of thought
- Confidence with attention

RISK: BEING CAST OUT OF THE GROUP

increasing your courage



tip one: courage history



Reflect on your CAREER history.
Identify your "Courageous Moments" and the lessons you learned.

Consider your career regrets.
Identify those moments that you lacked courage.

Think about your current job.
What lessons about courage from your past can you draw upon today?
Where are you playing it too safe at work?

tip three: model courage

"People respond with COURAGE of their own when they see me take chances and step up to challenges."



Sara Blakely
SPANX

IDEA: host your own courage dialogue



QUESTIONS to explore...

Where is **COURAGE** needed, but often avoided, in your home, workplace or community?

Why do people avoid behaving **COURAGEOUSLY** in your home, workplace, or community?

What are some sources of **COURAGE** that people can draw upon to inspire more courageous behavior at home, work, or in the community?

What would the world look like if everyone behaved more **COURAGEOUSLY**?

QUESTION
Comment
Idea

1 Talk with Bill using
Computer Audio?
Mute | Unmute

2 Using PHONE or SKYPE?
Press *6 on keypad to Mute | Unmute

3

WRITE on the WALL!
so everyone can see it.

Change color to PURPLE
so we can find you.

Do NOT
TOUCH 😊 It erases everyone's!

COURAGEOUS LEADERSHIP
RESOURCES

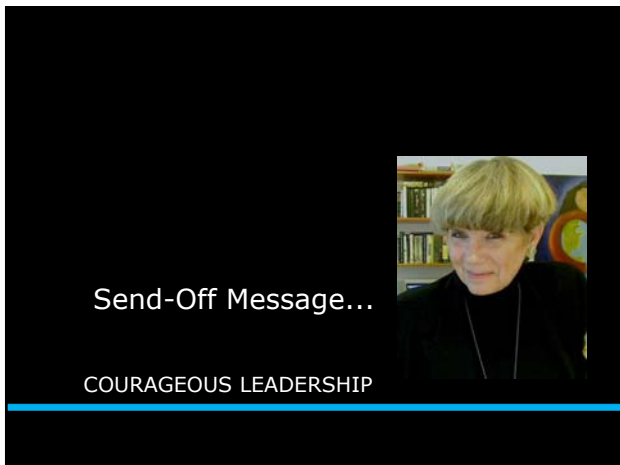
Courageous Leadership

- Facilitator guide and scripts
- Participant guide
- Executive briefing
- Courageous Leadership Profile
- All program PowerPoint slides

A Program for Using Courage to Transform the Workplace









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