



Daring and Inclusive Leadership
Embrace Webinar
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Organizational Transformation



- Strategy
- Culture
- Structures

Brené Brown, CBS - 60 Minutes Interview

- **COVID-19 – Collective experience of trauma.**
- **Social unrest, racism**
- **What we need from our leaders is changing.**

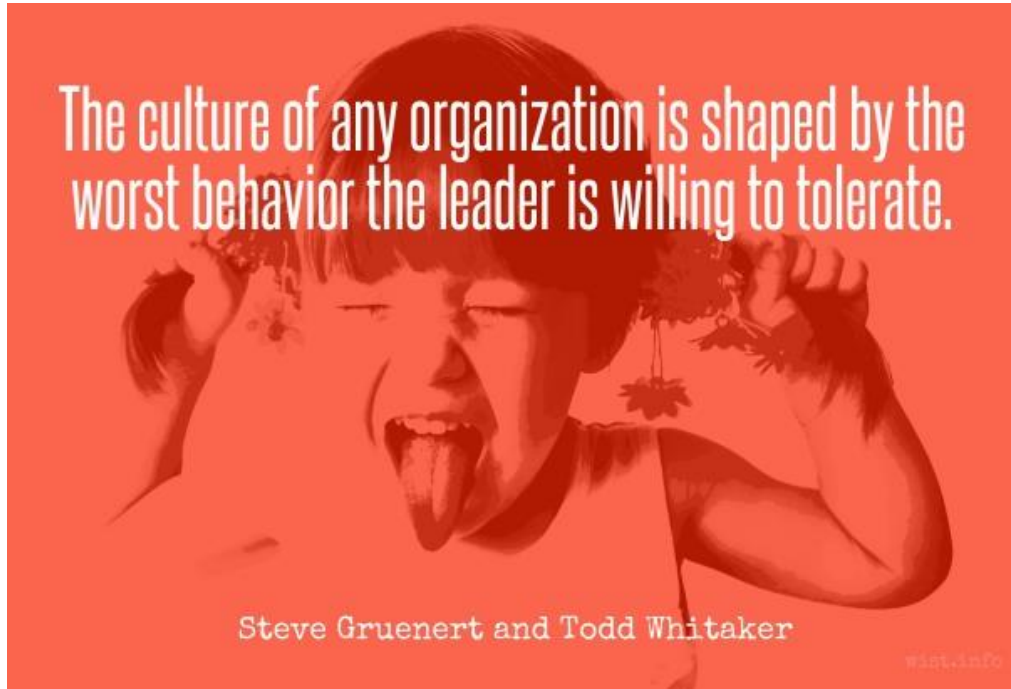


SELF-AWARENESS AND
SELF-LOVE MATTER.

*Who we
are is
how we
lead.*

 **Brené Brown**

Today's Self-Reflection



- **Relationship to Power**
- **Emotional fluency and resilience**
- **“One word” Challenge**

POSITION
power

**MOST
EFFECTIVE
LEADER**

PERSONAL
power

Influence

Inclusion and Belonging

Minimizing Threats

- ▶ “As people accumulate power, they lose the ability to take others’ perspectives”
–Neuroleadership Institute
- ▶ They focus more on vision and goals
- ▶ They also fear the loss of power/status

SCARF Model of Social Threats and Rewards



Creating Culture Connection and Safety

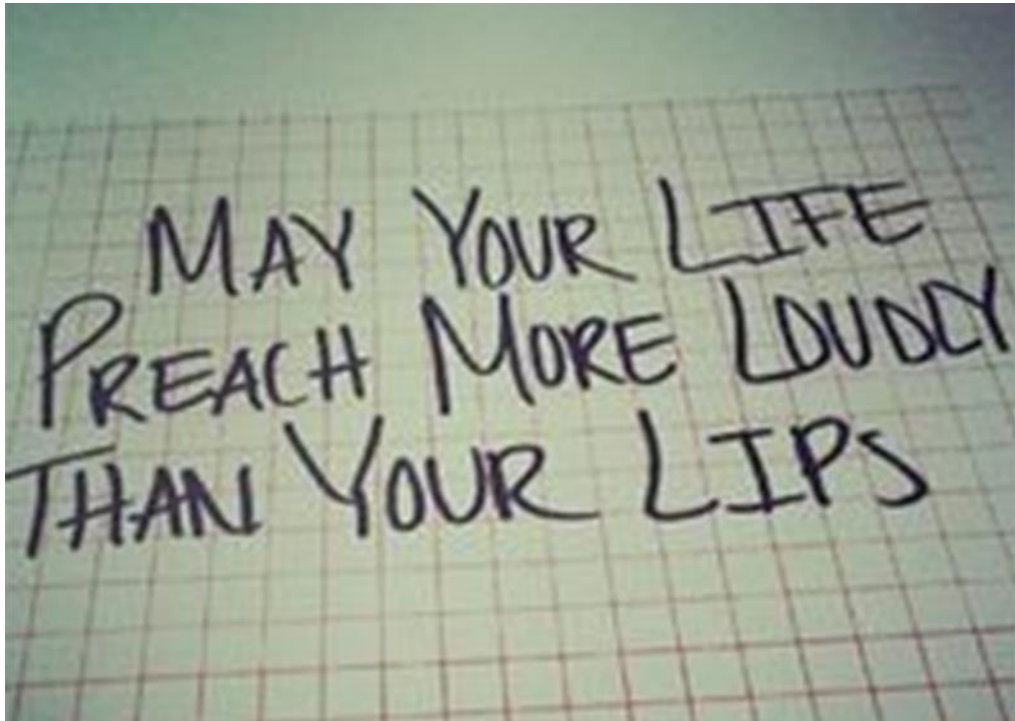
Psychological Safety



“Daring Leaders must care for and be connected to the people they lead”

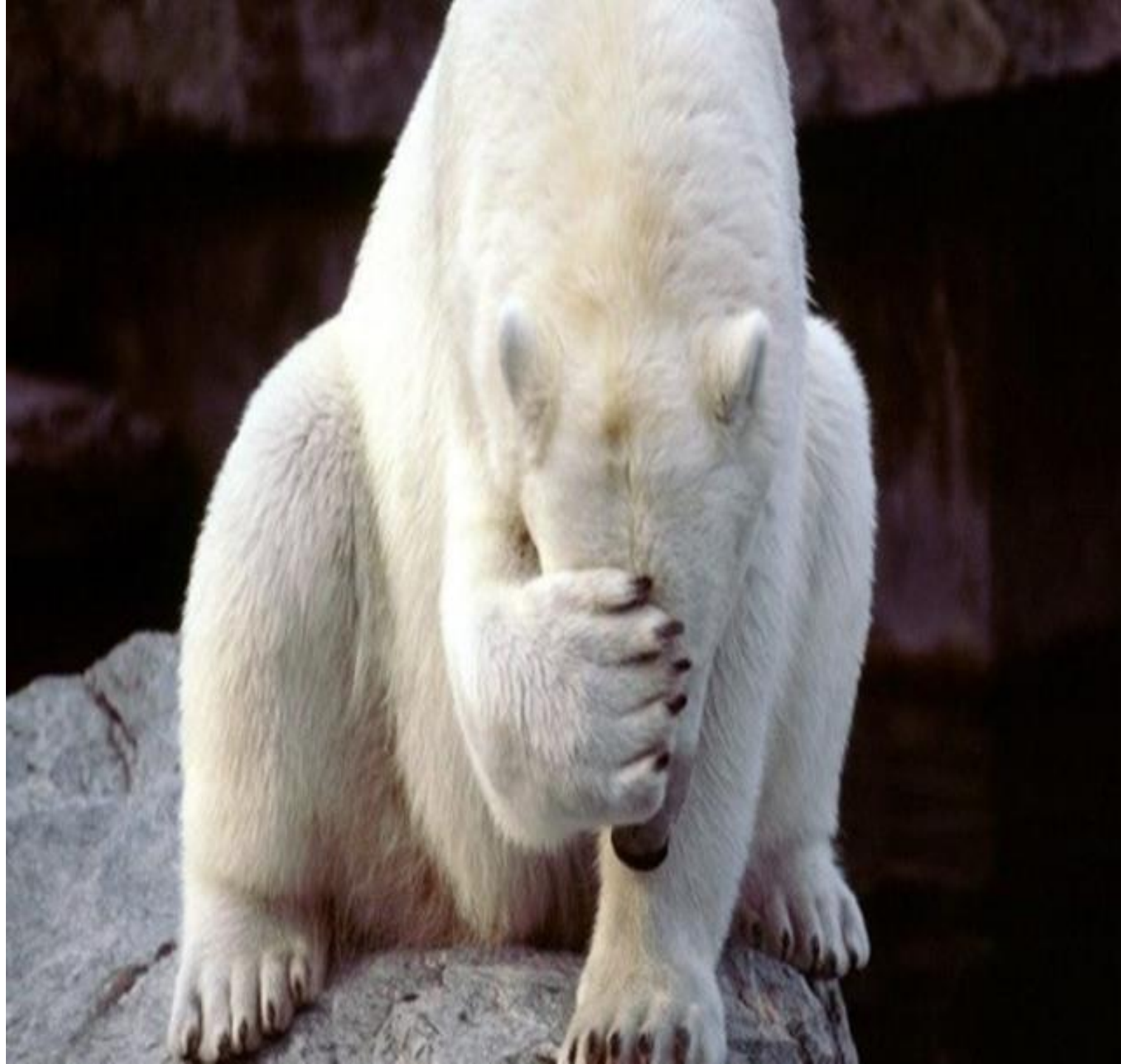
-Brené Brown

Living into Values



“Living into our values is one of the four skill sets that make up Daring Leadership. It means that **we do more than profess our values, we practice them.** We walk our talk—we are clear about what we believe and hold important, and we take care that our intentions, words, thoughts, and behaviors align with those beliefs.” -Brené Brown

Shame



"Shame is the most powerful, master emotion. It's the fear that we're not good enough."

- BRENÉ BROWN

...Shame causes us to hustle for worthiness....



I AM NOT ENOUGH

Scripts, Beliefs, Stories

Think back and share into the chat an existing script that has stuck with you.



- Don't express your feelings
- Don't ask questions
- Always be in control
- Always look good
- I am always right
- Hurry up and grow up

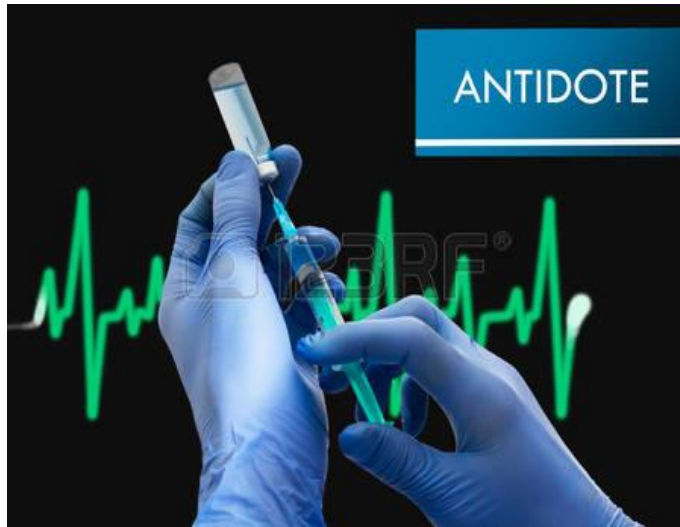
What are your Shame triggers and/or behaviors?

- What people think?
- Perfectionism
- Numbing and powerlessness
- Scarcity or comparison
- Exhaustion as a status symbol
- Productivity as self-worth
- Anxiety as a lifestyle
- Self-doubt and “suppose to”
- Being cool and always in control

-Adapted from *The Gifts of Imperfection*
Brené Brown-



Attributes of Empathy



- **Perspective Taking**
- **Recognize emotion**
- **Communicate emotion**
- **Stay out of judgement**
- **Mindfulness (Kristin Neff)**



What's Your Armor?

“The real barrier to daring leadership is our armor – the thoughts, emotions, behaviors that we use to protect ourselves when we aren't willing and able to rumble with vulnerability”

-Brené Brown

Armored Leadership vs Daring Leadership

Using Power Over



Using Power With, Power To, and Power Within



Armored Leadership vs Daring Leadership

Tapping out of hard conversations



Leaning into vulnerability and skilling up for hard conversations



Armored Leadership vs Daring Leadership

Rewarding Exhaustion as a Status Symbol
and Attaching Productivity to Self-Worth



Modeling and Supporting Rest, Play, and Recovery

“

It takes courage to say yes
to rest and play in a culture
where exhaustion is seen
as a status symbol.

Brené Brown

Armored Leadership vs Daring Leadership

Leading from Hurt



Leading from Heart





Social Justice

- We choose to *see*
- We choose to acknowledge
- We choose to transform

SAW

Who do you want to be?

We can all contribute



How will you cultivate the legacy you want to leave?



Just One Word!

Self-Awareness Resources

- <https://www.positiveintelligence.com/>
- <https://self-compassion.org/self-compassion-test/>
- <https://brenebrown.com/>
 - Daring Leader Assessment

