

*Natalie* DUMOND

○ ————— ○  
Leadership Facilitation & Coaching

# DARING LEADERSHIP

*Why it's needed now more than ever*

# AREA OF FOCUS

*What are we talking about*

- Introduction
- Where is leadership heading
- What is daring leadership
- How brave leadership isn't showing up
- The four skills of courageous leadership
- Check in – Q&A
- The power of vulnerability in the workplace
- Comparative suffering – what it is and how daring leadership plays a part in stoping it
- Check in – Q&A





# WHO?

Role: Certified Leadership Coach, Facilitator & Speaker

Experience: 15+ years in HR professional in the Tech Start-up, Venture Capital and Manufacturing industries.

Contributor: to Brene Brown's latest book Dare To Lead.

Goal: to help leaders and individuals lead authentic and confident lives that they love.

Hobbies: Latest has been cycling!

Personal: I'm a mama of two little humans, a wifey and a entrepreneur. My favourite places to be are my home and the cottage. I make a mean pumpkin and apple pie. My favourite food is either chocolate or french fries and I'm a want to be guitar player





# CURIOUS

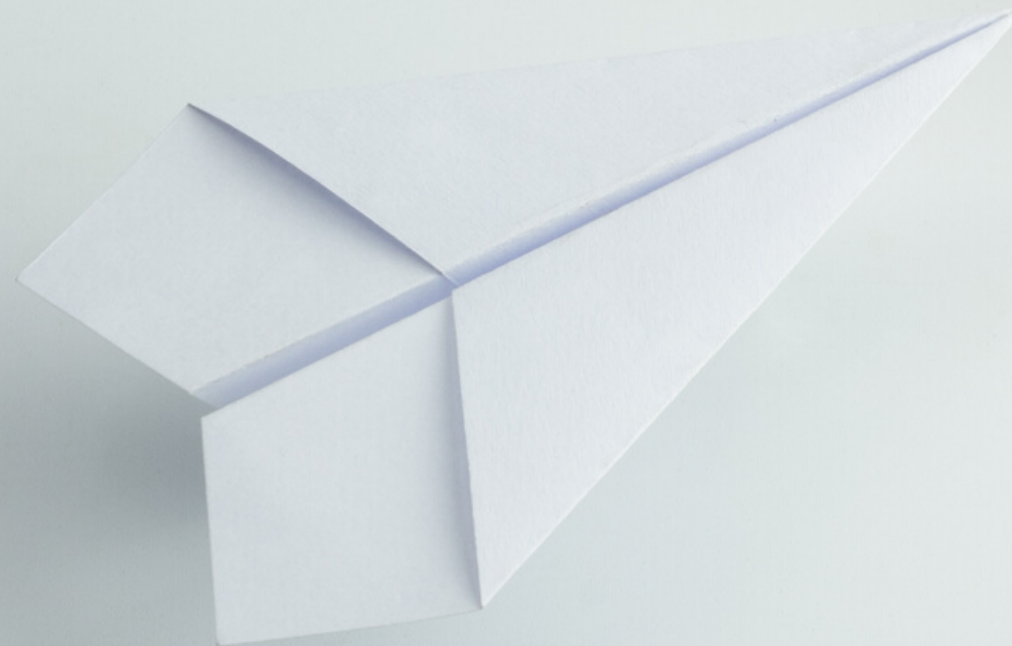
What is one of the new positive things that you have notice happening within your life over the past four months that you are intentionally going to bring with you as we move forward?

A new behaviour? A new habit? A new experience? A new relationship?



# WHERE IS LEADERSHIP HEADING

*and why?*





# WHAT IS A LEADER

A leader is anyone  
who takes  
responsibility for  
*finding the potential* in  
people and processes,  
and who has the  
courage to develop  
that potential.

~ Brene Brown





**We need  
braver  
leaders and  
more  
courageous  
cultures.**



# HOW IS BRAVERY ISN'T SHOWING UP IN OUR ORGANIZATIONS?

1. We avoid hard conversations
2. Do not proactively acknowledge fears and feelings that are showing up
3. Lack of connection and empathy
4. Not enough people taking smart risks
5. Too much shame and blame, not enough accountability
6. Opting out of vital conversations around diversity and inclusivity
7. Vague values therefore there are no behaviours being taught, measured
8. Perfectionism



# WHAT CREATES BRAVERY IN LEADERS

*Four skills*

- Ability to lean into vulnerability
- Ability to live and lead from your values
- Ability to trust and build trust
- Ability to rise when knocked down

WITH  
COURAGE

Questions?



# Let's take a poll

Based on the four skills that create brave leadership what is one skill you would like to develop more within yourself?



# THE POWER OF VULNERABILITY

Vulnerability is uncertainty, risk  
and emotional exposure



# WHY VULNERABILITY ?

Leaders who bring their own vulnerability to the team will signal to others to also be vulnerable creating stronger connections, reliability, honesty, and ultimately trust. Helping individuals to open up and move towards results as a team





# MYTHS ABOUT VULNERABILITY

**Myth 1:** Vulnerability is weakness.

**Myth 2:** I don't do vulnerability.

**Myth 3:** I can go it alone.

**Myth 4:** You can engineer the uncertainty and discomfort out.

**Myth 5:** Trust comes before vulnerability.

**Myth 6:** Vulnerability is disclosure.



# Let's take a poll

What myth do you or did you hold towards vulnerability ?



# LET'S TALK ABOUT SHAME

The intensely painful feeling or experience  
of believing that we are flawed and  
therefore unworthy of love and belonging.

# LET'S TALK ABOUT SHAME

## **123's of Shame**

1. We all experience shame, including at work.
2. We're all afraid to talk about shame.
3. The less we talk about shame the more control it has over our lives



# LET'S TALK ABOUT SHAME

You aren't enough

Who do you think  
you are?



# PRACTICE EMPATHY

*No one is alone in what they are experiencing or feeling*

How to show empathy?

01

## **Perspective Taking**

Taking their perspective as truth

02

## **Staying Out Of Judgement**

Focus on being curious instead

03

## **Recognizing Emotion**

See the emotion in the other person

04

## **Communicate Emotion**

Share what you are witnessing to let them know you see them





# EMOTIONS

Anxious  
Belonging  
Blame  
Curious  
Disappointed  
Disgust  
Embarrassment  
Empathy  
Excited  
Fear  
Frustrated  
Gratitude  
Grief  
Guilt  
Happy

Humiliation  
Hurt  
Jealous  
Joy  
Judgement  
Lonely  
Love  
Overwhelmed  
Regret  
Sad  
Shame  
Surprised  
Vulnerable  
Worried



# HOW WE MESS UP EMPATHY

## **SYMPATHY VS. EMPATHY**

The person who responds with sympathy (“I feel sorry for you”) rather than empathy (“I get it, I feel with you, and I’ve been there”). If you want to see a shame cyclone turn deadly through one of these at it: “Oh you poor thing.”

## **THE GASP AND AWE**

The person who hears the story and actually feels shame for you. The friend gasps and confirms how horrified you should be. Then there is an awkward silence. Then you have to make this person feel better.

## **THE MIGHTY FALL**

The person who needs you to be the pillar of worthiness and authenticity. This person can’t help you because they are too disappointed in your imperfections. You’ve let this person down

## **THE BLOCK AND TACKLE**

The person who is so uncomfortable with vulnerability that they scold you: “How did you let this happen? What were you thinking?” or the friend looks for someone to blame: “Who was that guy? We’ll kick his ass.”

## **THE BOOTS AND SHOVEL**

The person who is all about making it better and, out of their own discomfort, refuses to acknowledge that you can actually be crazy and make terrible choices “You’re exaggerating. It wasn’t that bad. You rock. You’re perfect. Everyone loves you.”

## **IF YOU THINK THAT’S BAD...**

The person who confuses “connection” with the opportunity to one-up you. “That’s nothing. Listen to what happened to me one time!”



# Let's take a poll

What is one of the main empathy misses that you tend to use often?





# WHAT DOES VULNERABILITY LOOK LIKE IN A TEAM SETTING?

## CHECKING IN

Focused more on How they are doing  
not What they are doing.

## SHARING THEIR STORY,

Showing up through stories allows  
others to relate

## PRACTICING EMPATHY

Letting the team know they are not  
alone in what they are experiencing or  
feeling



# Self-Compassion

Self-compassion is key because when we are able to be gentle with ourselves in the midst of shame, we are more likely to reach out, connect, and extend empathy to others.

IT  
STARTS  
WITH  
YOU



# COMPARATIVE *Suffering*

When we compare our feelings or the feelings of other people to minimize the experience to provide “perspective”

We create feelings about our feelings. Shame, guilt, judgement.  
“Oh if you think that’s bad”



# PERSPECTIVE

Perspective is a function of experience



# WRAP IT UP

## Key takeaways

- 01 Organizations need braver leaders creating courageous cultures
- 02 Brave leadership can be taught, measured and observed through four skills:  
1) Leaning into vulnerability 2) Leading from values 3) Ability to build trust 4) Ability to rise
- 03 Vulnerability is embracing uncertainty, risk and emotional exposure and is a true example of courage
- 04 There are 6 myths surrounding vulnerability - Remember the greatest way to measure how courageous someone is by how vulnerable they are. Celebrate and honour vulnerable moments!
- 05 Vulnerability is practice within a team by:  
1) Checking in often and consistently 2) Sharing your story 3) Practicing Empathy
- 06 Shame is the feeling telling us we are flawed and unworthy of love and belonging keeping people playing small. Uses two narratives: 1) You aren't enough, and 2) Who do you think you are. The antidote to shame is empathy.
- 07 Empathy is shown when:  
1) Taking Perspective 2) Staying out of Judgement 3) Recognizing Emotions 4) Communicating Emotion
- 08 Watch for comparative suffering within yourself and doing it to others. All feelings are welcome and are emotional data points to get curious about to allow for healing and forward movement.



# Get in touch

*Interested in hosting a workshop for you team or organization reach out!*

## Virtual Workshops

- Courageous Conversations
- How to Build Trust & Forgiveness in the Workplace

## 1:1 Coaching

- Individual coaching focused on confidence, purpose & passion
- Leadership coaching focused on courage, candor and building trust

## Live Webinars

- Building a Cohesive Team – today and on the other side of the pandemic
- Comparative Suffering – What it is and why it breaks the connection
- Daring Leadership – where is leadership headed

**Email:** [natalie.dumond@gmail.com](mailto:natalie.dumond@gmail.com)

**Website:** [www.nataliedumond.com](http://www.nataliedumond.com)

**Instagram:** nataliedumond

**LinkedIn:** Natalie Dumond



Thank You!







Jack



# HOW TO STOP

## *Comparative Suffering*

all the feels

- Stop comparing your emotions
- Stop comparing how others feel
- Perspective is a function of experience
- Watch for shame narratives
- Practice empathy daily
- Practice self compassion daily
- Get curious about your emotions





The world needs a new type of leader now more than ever.

Organizations need brave and daring leadership that can lean into vulnerable moments within themselves and with their teams.

This vulnerability will allow for more creativity, risk taking, honesty and deeper authentic connections. Making for better products, customer service and team dynamics

In order to do this leaders will need to take a look at themselves first to ensure they are first being compassionate to themselves



Questions?