


Creating a Culture of Courage:
The New Leadership
Challenge

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"In the mind of a
beginner, all things
are possible.

In the mind of an
expert, only a few."

-Suzuki

Oh how our world has changed...



**The
New
Normal**

The New Normal...



"In the New Normal, the opportunities for success are plentiful. The trouble is, those opportunities are often different from the ones we are accustomed to. To exploit them, we have to think in new ways about ourselves and about the future."

- Robert McNamee

So why do we need courage?

Because the challenges of creating a thriving workforce are not getting any easier...

Because the economy and businesses need us to succeed with our students and our communities...

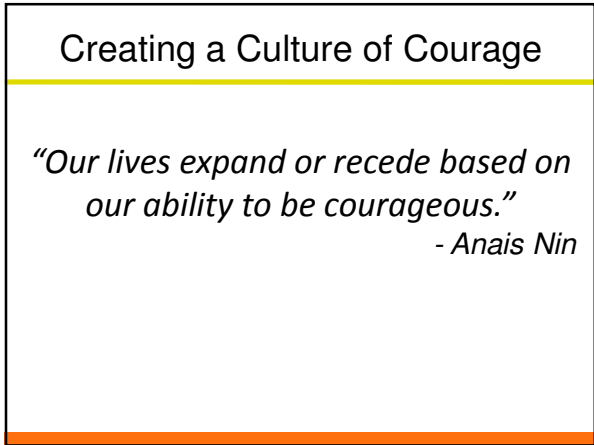
Because we work inside institutions, organizations, departments and communities that may not see our vision as clearly as we do...

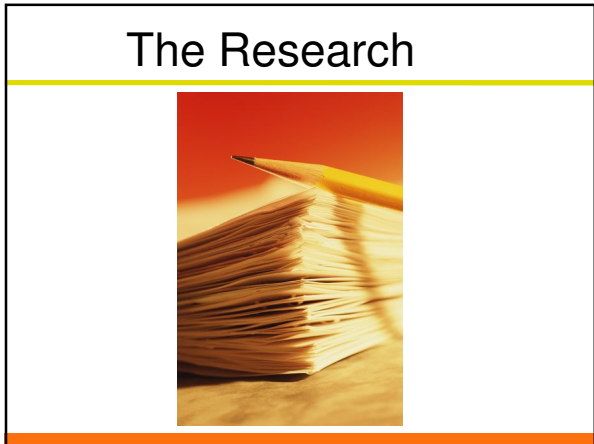
Because to truly innovate and be successful, we have to be comfortable risking...

Language creates a culture







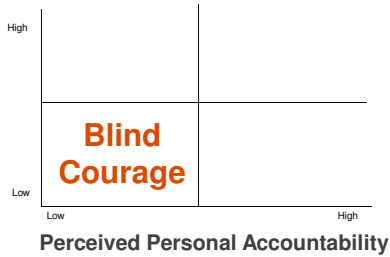


The Research

- Courage is a personal, individualized concept
- Most of us think we are not courageous
- Courage does not equate to a heroic act in the majority of instances
 - Courage can be learned

Types of Courage

Self-Awareness



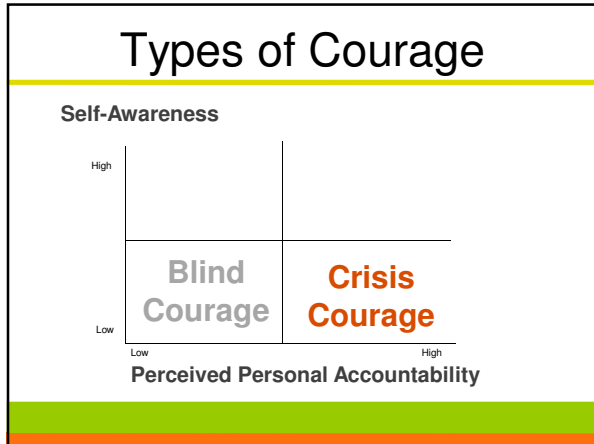
Blind Courage

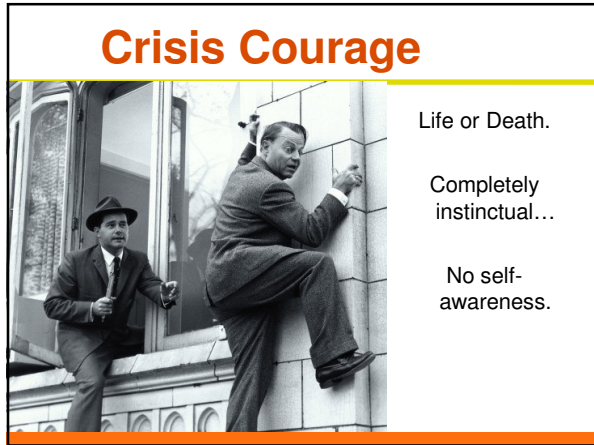


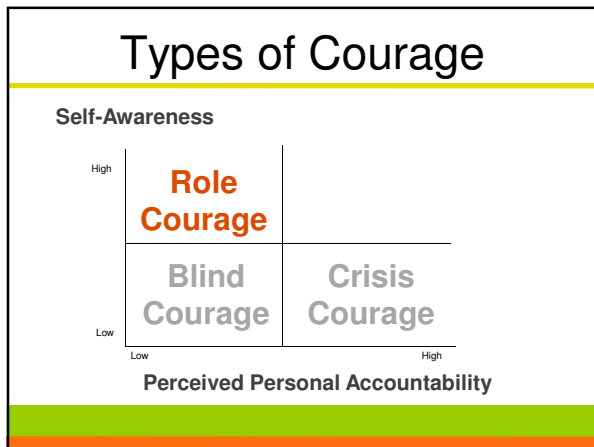
Close your eyes and jump courage.

No sense of why you are doing it...or if you should...


No fear of failure because you don't think of the consequences.







Role Courage



It's all about the training.

If you believe it, you are it.

It is my responsibility because it is my role and therefore, I am fearless.


Types of Courage

Self-Awareness

High	Role Courage	Core Courage	
Low	Blind Courage	Crisis Courage	
	Low	High	

Perceived Personal Accountability

Core Courage



You must take the time to know what you want to happen.

It is a fully formed decision to act... or not act.

You think of the consequences.

You learn from the results.

Courage...

There is no one type of courage that is better than the other.

The goal is to understand what type of courage each situation requires.

You can exhibit any/all types of courage within any one situation.



What type of courage do you need to act from to be successful today? Tomorrow?



Creating a culture of courage requires us to ask some fundamental questions...

Do you have the courage to...

- *Talk about the possible... not the impossible?*
- *Create new partnerships... everywhere?*
 - *Create and nurture your influence & power... and use it?*
- *Create a leadership model... for yourself?*
 - *Do things just a little differently, every day...?*



“Courage is not the absence of fear. Rather it is the capacity to move ahead in spite of fear.”

-Rollo May, Existential Psychologist
