Vulnerability in Leadership in the 21st Century
- Building Trust on the Team

“I define a leader as anyone who takes responsibility for finding the potential in people and processes, and who has the courage to develop that potential.” (Brown, 2018)

Various Aspects of Vulnerability:
• Feeling (We are not robots)

I want to be scared again.....

• Risk and courage (stepping out of your comfort zone)

Failing does not make you a failure.

• Openness to feedback
• Introspection and Self-Awareness (Mindfulness)

Which are you? Koala or Lion

Adaptability to change (Blessed are the flexible, for they shall not break.)

• Being clear and setting boundaries

*Effective team leaders must do three things exceptionally well:
• Set a compelling vision for the team.
• Help team members set their goals and hold them accountable to those outcomes.
• Build and maintain an "A Team" by hiring well, developing talent, and managing out underperformers or employees who are a poor organizational fit.* (Glazer, 2022)

• Hard conversations (Are you afraid to have one?)

• Listening – “Listen with the same passion with which you want to be heard.” Harriet Lerner

Empathy and caring - “Empathy is NOT connecting to an experience, but connecting to the emotions that underpin an experience.” Brene’ Brown
References
