

Leading with Courage

Leading with Courage is a unique program, designed and delivered by Australian leadership consultant Dina Pozzo, to build the courage reserves of senior and executive leaders.



INSIUM

Why leading with courage?

In these times of disruption and tension, positive forms of leadership – namely, authentic leadership – are needed to restore confidence, hope and optimism in leaders and associates. However, with a competitive marketplace, competing stakeholder expectations and destructive organisational politics in which authentic leadership may not be supported, courage is fundamental to leading authentically.

There are demonstrated business benefits of increased courage and authentic leadership. With courage; leaders perform better, business results are improved and organisational integrity is ensured. Authentic leadership has resulted in elevated, sustained performance of the leader and associates. And with evidence linking courage and authentic leadership to wellbeing, we can expect additional positive impact on the workplace wellbeing of our leaders with further impact on organisational success.

Who would benefit from Leading with Courage?

The program is designed for senior and executive leaders. Ideally, the program would be delivered for an entire leadership team, allowing them to support each other and grow the organisation's courage.

The program will benefit leaders who want to:

- Increase accountability and goal attainment to strengthen organisation performance
- Positively shape workplace culture through their courageous leadership
- Increase self-confidence and improve performance
- Create positive workplace energy and increase hope, confidence and optimism in others
- Be well and positively impact the wellbeing of others
- Inspire others to act with moral courage

A measurable, outcomes-based program



**1. PREPARING TO BE
COURAGEOUS**



2. EXPLORING COURAGE



3. BEING COURAGEOUS

A measurable, outcomes-based program

Leading with Courage is a measurable, outcomes-based program designed to build courage in senior and executive leaders. Participants of the program will:

- Gain heightened self-awareness of their own courage, authentic leadership and wellbeing
- Build meta-knowledge of past courageous acts and identify how to access and use this in future
- Broaden perspectives on courage through exposure to the courageous acts of others
- Share current workplace situations requiring courage for review, analysis and feedback from peers
- Recognise and celebrate enablers of courage, with further identification of how these may be applied and used to full effect in the future
- Develop a plan of courageous action with respect to their own current workplace situation
- Have positive impact on the courageous actions of workplace associates
- Enhance their ability to courageously lead the organisation to higher levels of performance
- Have the insight and capability to work courageously within their organisational context
- Be more courageous ... in the workplace, and for personal and social good

Program overview

This program has been designed to take courage from a soft concept to one that is robust and operationalised, a critical step described by leading academic Fredric M. Jablin.

Step 1. Preparing to be Courageous

Introduction to courage, authentic leadership and wellbeing (2-hour session)

The following learning activities will be completed prior to the workshop:

- Self-reflection activities involving:
 - Reflection on past acts of courage
 - Identification of a current workplace situation requiring courage

Individual measurement via:

- The Courage Questionnaire
- The Authentic Leadership Questionnaire
- The PERMA Workplace Wellbeing Survey

Reports will be debriefed 1:1, with a workshop facilitator.

Step 2. Exploring Courage

The two-day residential workshop, facilitated by two insium facilitators, uses narrative as the predominant learning methodology and explores each of:

- Narrative of Self
- Narrative of Context
- Narrative of the Enabler
- Narrative of the Stranger

Step 3. Being Courageous

Following the workshop there will be several learning activities to sustain and embed learning, desired behavioural change and performance. These activities involve:

- Implementation of plans of action
- 2x 1:1 coaching sessions with one of the workshop facilitators
- 2x group coaching sessions with one of the workshop facilitators
- An opportunity to continue to share stories of courage via a dedicated website
- An opportunity to engage with a program mentor
- Guided reading and self-reflection activities provided by insium
- Membership of the Leading with Courage Alumni Group

Step 3 provides the opportunity for participants to lead with courage in the workplace with support from others.

Individual re-measurement via:

- The Courage Questionnaire
- The Authentic Leadership Questionnaire
- The PERMA Workplace Wellbeing Survey

Reports will be debriefed as a group, with both workshop facilitators.

This program is designed to build courage and to enable and embed authentic leadership behaviour. It is anticipated that there will be additive positive impact on leader wellbeing.

This program addresses international leadership consultant John Baldoni's recommendation for moral courage to be a part of leadership development programs. It is built on significant review of academic and practitioner literature, and brings together empirical evidence for courage, leadership and courageous leadership.

While courage is not the only behaviour required of leaders, it is an essential leadership behaviour for success and may be the one which provides most support in these challenging times.

Building a Courage Community

In addition to facilitating this program for the corporate sector, insium is pleased to be partnering with several organisations to make this program available to the not-for-profit sector so that we all play a pivotal role in “giving Australia the courage to lead.” In addition to the community and corporate programs being offered, insium plans to deliver several activities including a Courage Summit, a National Courage Survey and a series of online resources.

About Dina Pozzo



Dina's purpose is to open doors; she invites you to step through these doorways with her and soak up the other side.

With more than twenty years' experience in learning and organisational development both locally and internationally, Dina is a highly skilled facilitator and coach. Having recently completed a Master of Applied Positive Psychology from the University of Melbourne her keen interest in building the courage reserves of our leaders has been piqued.

Her natural enthusiasm and ability to quickly build relationships creates a shared learning journey of curiosity and discovery, challenge and encouragement. Whether through workshops or coaching, Dina's ultimate aim is to broaden minds and build skills, capability and confidence - empowering the individual to implement successful plans of action for sustainability and to have positive impact on organisational goals.

Dina has a passion for positive, generative approaches to leadership development, resulting in transformational shifts in performance and wellbeing for individuals, teams and organisations.

She prides herself on her client-centric approach, building and sustaining partnerships by working closely with clients to define and deliver on organisational priorities and strategies. Dina has worked with senior and executive business leaders, people managers, professionals and teams, and continues to partner with industries such as banking and finance, pharmaceuticals, medical technology, entertainment, engineering, biotechnology, hospitality, FMCG, manufacturing and not-for-profit.

Build your courage reserves, contact dina@insium.com.au or +61 421 654 030

Further reading

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