



**insium's programs,  
inspired by Brené Brown's  
“Strong Ground”**

**A *dare to lead*™ book**



Dina Pozzo  
[dina@insium.com.au](mailto:dina@insium.com.au)  
@CourageChick  
+61 421 654 030

**INSIUM**

***Aim: To build knowledge, skills and mindsets of ...***

## ***Accountability***

- Re-framing Accountability:
  - Accountability myths: Challenging common assumptions
  - Accountability = Care
  - Self-talk
- Performance:
  - Clarity of (baseline) individual metrics (including behaviour)
  - Clarity of (baseline) team metrics (including behaviour)
  - High performance
- Above & below the line behaviour:
  - Holding self to account
  - Holding others to account
- Giving & receiving feedback:
  - Giving engaged feedback
  - Defensiveness & armoring up
  - Self-talk in giving and receiving feedback
  - Active & constructive responding
- Tools for courageous conversations

***... to build cultures in which people stand in their strong ground ...***



# *Aim: To build knowledge, skills and mindsets of ...*

## *Empathy*

- Cognitive empathy (perspective taking) & affective empathy (enmeshment)
- Attributes of empathy
- Empathic responses
- Emotional boundaries
- Empathy misses
- Self-empathy & self-care

## *Humility*

- Re-thinking humility: What it is ... what it is not:
  - Arrogance v humility v self-deprecation
  - Hubris v Humility (Groundedness)
  - Vulnerability v/ & Humility
- Growth Mindset
- (Owning your) strengths, imperfections, opportunities for growth
- Leading with humility

## *S ( ) R\**

- Choice: Creating time where none exists
- Productive urgency/Transformative process
- Choice: Creating space to reset
- *"Slowing down for 6 minutes"*

*\* Where S ( ) R = stimulus/space/response*

*... to build cultures in which people stand in their strong ground ...*



# *Bringing together the work of:*

**Accountability:** Aiko Bethea, Rene Boer, Brené Brown, Ginny Clarke, Amy Edmondson, Darren Finkelstein, Shelly Gable, Ethan Kross, Patrick Lencioni, Mark Samuel, Simon Sinek, Abby Wambach, Gino Wickman, & insium, including insium's Workplace Courage Questionnaire (wCQ)

**Empathy:** Jacinda Ardern, Brené Brown, Susan David, Carolyn Frost, Nicole LePera, Charlie Mackesy, Ben Palmer, Rukmini Poddar, Theresa Wiseman & insium

**Humility:** Brené Brown, Mihaly Csikszentmihalyi, Adam Grant, Alex Linley, Chris Peterson, Marty Seligman ... (*still doing research ...*)

**S ( ) R:** Brené Brown, Kevin Cashman, Adam Fraser, Jon Kabat-Zinn, Kristin Neff, Ben Palmer ... (*still doing research ...*)

*... to build cultures in which people  
stand in their strong ground ...*

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**Furlan:** (n) dream  
“O ài fat un biel insium”:  
“I had a beautiful dream”

For more information on how insium  
can bring your workplace dreams to life,

call insium on +61 421 654 030  
or email [info@insium.com.au](mailto:info@insium.com.au).

Find us at [www.insium.com.au](http://www.insium.com.au) and  
[www.leadingwithcourage.com.au](http://www.leadingwithcourage.com.au)

