



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

***A dare to lead™ book***



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***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*

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stand in their strong ground ...***

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## ***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,  
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