

SUBJECT

Developing the Courage to Act within Your Team While Overcoming the *Seduction of the Leader*

Ask any leader what they want most from those they lead and, inevitably, the response will have to do with trust, the courage to speak the truth, and, perhaps the ability to produce in a highly efficient and effective manner. Yet, there is a reality that the same leaders will admit to: *the older we are, the more power and authority we have, the less those around us will tell us the truth.* Termed ***Seduction of the Leader***, we have all either experienced it from others or done it ourselves. It is, I believe, endemic in a workplace that is increasingly deceptive and conflict averse.

In our book ***The Courage to Act***, we lay out strategies to help promote greater courage among our teams – courage to be candid, to risk, to trust each other. Without them both morale and productivity will suffer and conflict will not be addressed. Yet, in a team-based society, few leaders have been taught how to imbue their teams with such courage or how to overcome the devastating consequences of seduction. Based on empirical data, this workshop provides new ways of thinking and acting that will help the participants build team courage and reduce the quite natural tendency toward seduction because of fear, the desire to protect the leader or themselves from the consequences of their own actions or those of others.

There are no quick fixes for generating trust among a distrusting team or building candor when experience says don't risk. Still, there are better ways that, over time, can lead to greater trust and the courage to risk. This is the focus of our work together.

TIME TOPICS

- 25% The seeds of seduction are explored and what drives courage from most teams. We know how to imbue trust in a team, yet, for most leaders, it demands a new way of looking at their team. Trust and courage cannot be dictated, cajoled or sweet-talked out of a group. It takes modeling from the leader – we know what to do, we can't make a leader do it.
- 50% Well designed strategies and tactics are laid out that are intended to help the participant / leaders increase the courage among their team and, at the same time, to reduce the seduction that exists. The experiential nature of this aspect of the program is meant to help individuals internalize both ideas and skills essential to create a new day for their teams.
- 25% The key to successfully translating ideas into practice depends on implementing the "action" phase of such a workshop. Here we help individuals build specific action strategies with the focus on new skills and behaviors, first, on the part of the leader and, second, on new team practices initiated by the leader.

WHO SHOULD ATTEND

This is for leaders of teams who wish to reduce seduction and increase the courage of team members – and themselves as leaders – to speak the truth, to take risks, and to build rigor and discipline into their work. It is a value-based and skill driven program that provides a map if the leader is willing to act.