

Courageous Leadership – An INside Job!

Short Summary

Courageous leadership provides the impetus, knowledge and fortitude to solve problems at all levels and enhance organizational effectiveness and job performance. Courageous leadership is a state of mind. Particularly during times of uncertainty, courage behaviors reflect ethical behaviors, such as seeing yourself as a leader no matter your role or position, confronting an uncomfortable truth/issue like admitting you made a bad hire or not being afraid to take negative action. Thinking differently and being willing to challenge the status quo requires everyday courage. In fact, today's business climate makes it more important than ever for leaders to embrace everyday courage, but courageous leadership may not look like what you think.

Unfortunately, most people do not claim courage as one of the primary virtues they display at work. They mistakenly believe that courage is only relevant during particularly perilous times. When you identify the impediments to courageous leadership, you also find the solutions to the organization's StuckThinking™ such as why many people are afraid to have a "courageous conversation." The outcome: "[Courage is Caged in the Workplace](#)" (CLO, September 2004). Empowering courage allows you to overcome obstacles like intimidation, self-doubt and uncertainty.

Change Consultant Daryl Conner says, "While courage remains a 'potential' for everyone, it becomes a 'reality' for only those willing to pay the price which is why it is inherently scarce!"

Five learning objectives:

1. Definition of courage
2. Distinguish the hindrances to courageous leadership/behaviors
3. Detect the behaviors of lost courage
4. Instill actions to keep stepping up applying the "Courage Wheel" diagram
5. Integrate the results/benefits for integrating courageous leadership behaviors

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Featured on the speaker circuit as witty, provocative, concrete and insightful, she has sparked positive change in the lives of thousands of people each year. Sandra provides skills-based programs for some of the most respected public and private blue-chip businesses and organizations in the world such as IBM, Caterpillar, Inc., Agrium, Inc., Procter and Gamble, and Hitachi Consulting.

Sandra is the internationally published author of *COURAGE, FACE IT!* and *The Courage Difference at Work*. Walston is a frequent writer for [Chief Learning Officer](#), [HR Matters](#), Malaysia, [The Washington Executive](#), [The Ziglar Weekly Newsletter](#), TrainingIndustry.com, *Personal Excellence: The Magazine of Life Leadership*, and [Strategic Finance](#) magazine. She can be reached at www.sandrawalston.com.