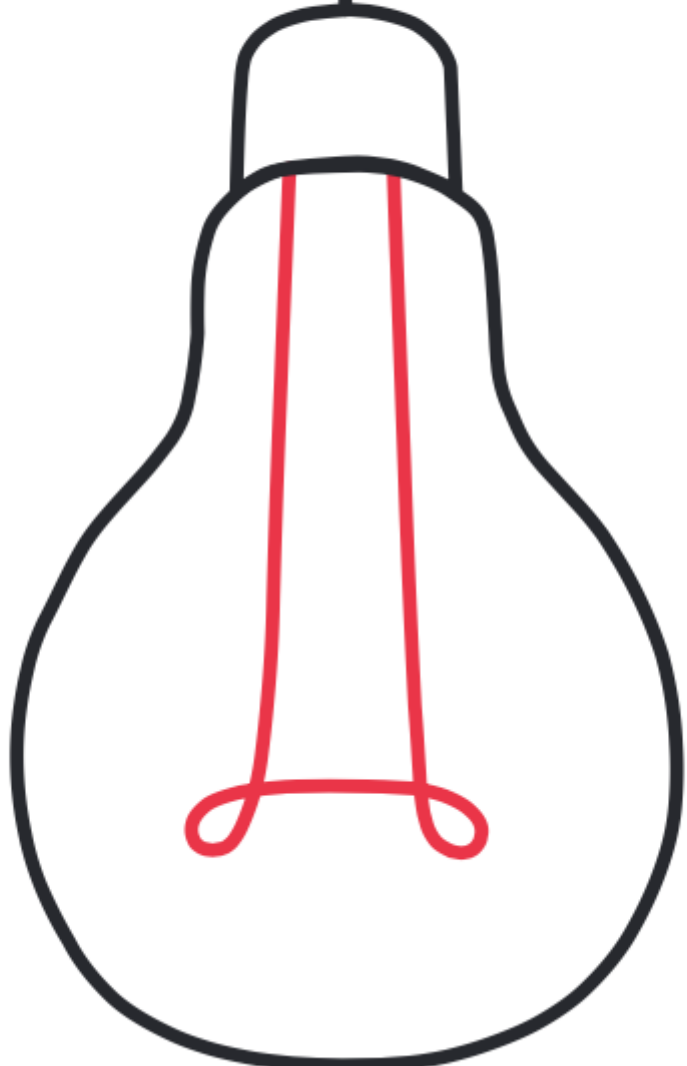


Presented by
Karin Hurt & David Dye

How to Be a More Courageous
and Innovative Project Manager

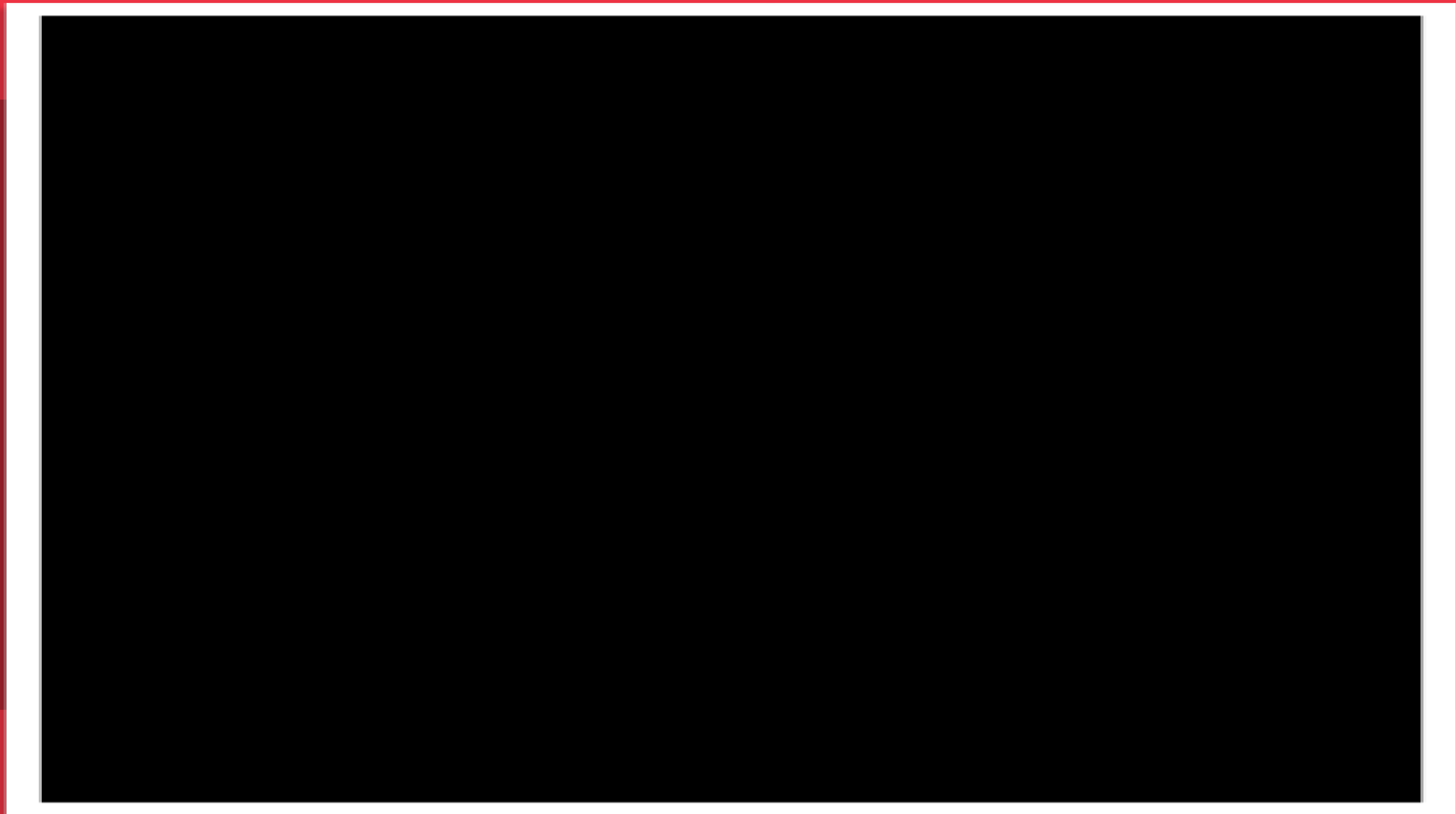
COURAGEOUS CULTURES

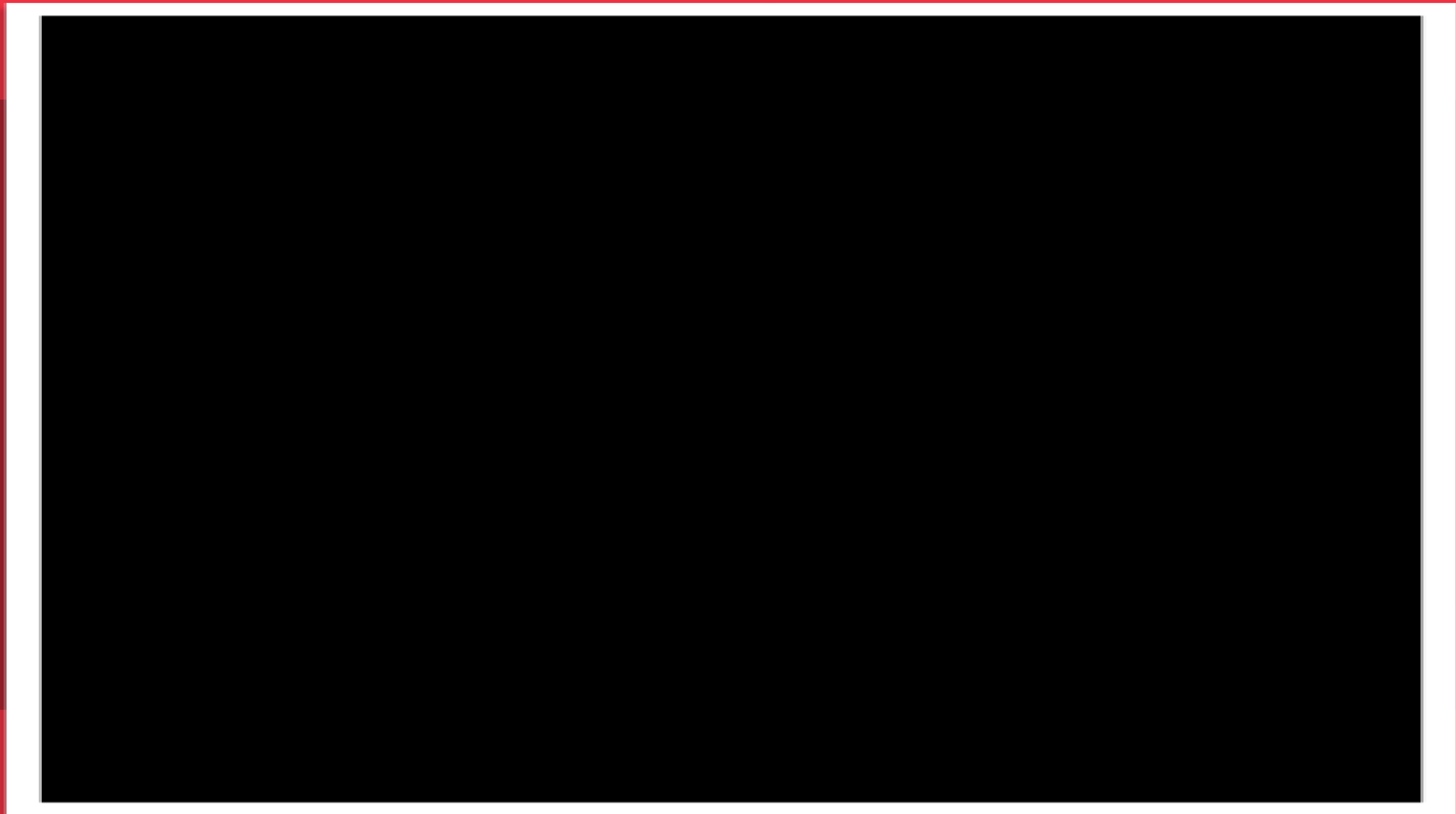


Project
Management
Institute.[®]
Rochester



LET'S GROW LEADERS

















1

Own
Your
Strengths

YOUR BEST PRACTICE

for being a courageous
or innovative
project manager











LET'S GROW LEADERS





2

Open up
with a bit
of vulnerability

Confidence



Humility

You don't always choose
what you'll show up to..
but you do choose
How You'll Show Up



LET'S GROW **LEADERS**

THE ART OF LEADING COURAGEOUSLY

Personal Reflections

On a scale of 1-5 with one being "strongly disagree" and 5 being "all the time," how would you describe the frequency with which you demonstrate each of these *Courageous Cultures* leadership behaviors?

Personal Courage

Authenticity

Strongly Disagree  All The Time

- | | | | | | | |
|----------|---|---|---|---|---|---|
| 1 | I behave in accordance with my personal values at work. | 1 | 2 | 3 | 4 | 5 |
| 2 | People at work know who I really am. | 1 | 2 | 3 | 4 | 5 |
| 3 | I admit when I'm wrong or don't have all the answers. | 1 | 2 | 3 | 4 | 5 |

Is this a strength to build on, or an opportunity for focused growth?

Candid Conversation

- | | | | | | | |
|----------|---|---|---|---|---|---|
| 4 | When there is decision or behavior I disagree with, I share my point of view. | 1 | 2 | 3 | 4 | 5 |
| 5 | I give feedback to my manager. | 1 | 2 | 3 | 4 | 5 |
| 6 | I advocate for my team. | 1 | 2 | 3 | 4 | 5 |

Is this a strength to build on, or an opportunity for focused growth?

THE ART OF LEADING COURAGEOUSLY

Personal Courage

Performance Management

Strongly Disagree  All The Time

- 7 I give my team candid performance feedback. 1 2 3 4 5
- 8 I address performance issues in a timely manner. 1 2 3 4 5
- 9 I recognize (and give appropriate credit) for team members' contributions. 1 2 3 4 5

Is this a strength to build on, or an opportunity for focused growth?

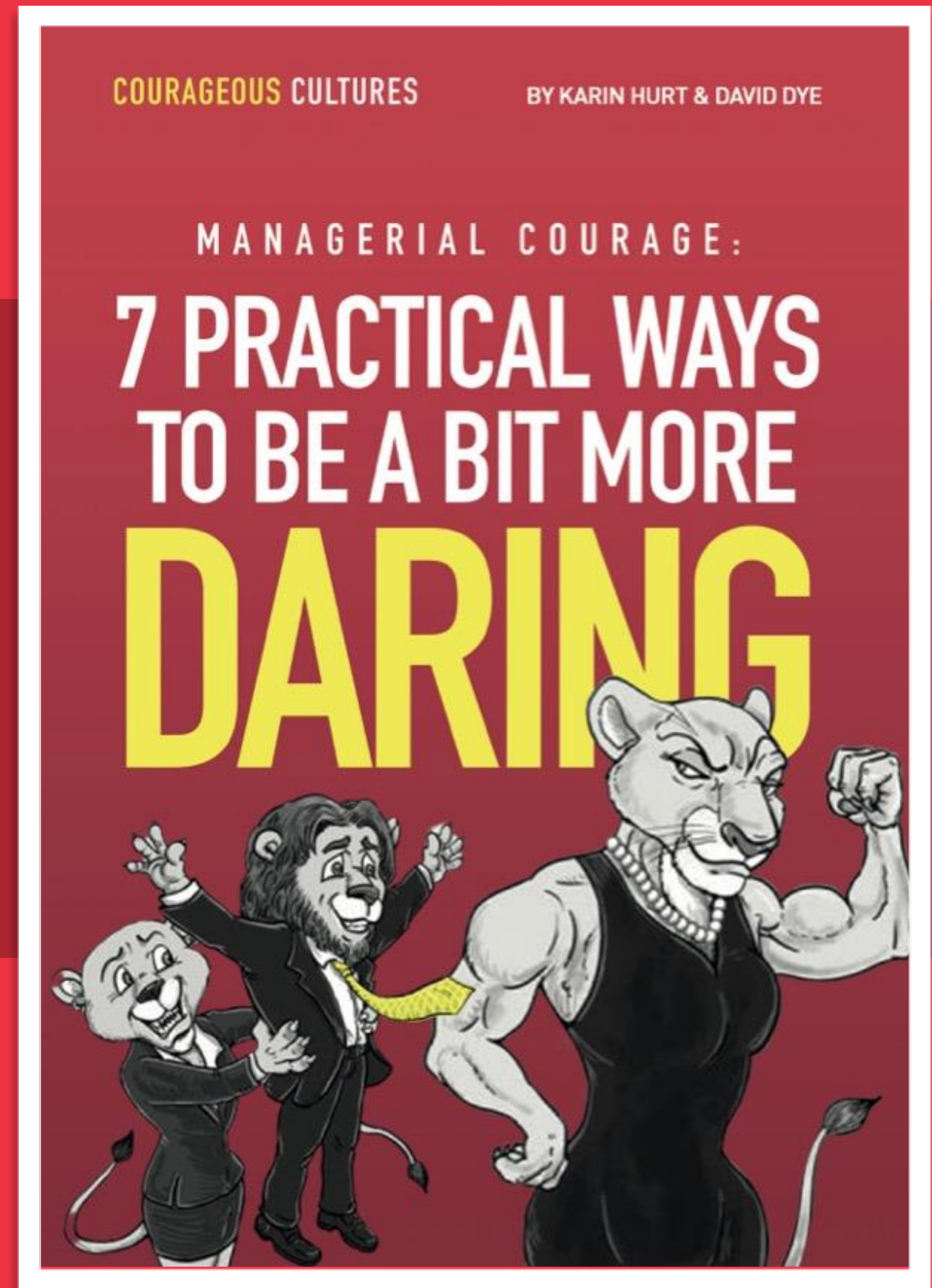
Innovation and Decision Making

- 10 I experiment and try new approaches. 1 2 3 4 5
- 11 I share ideas and best practices with my manager. 1 2 3 4 5
- 12 I make timely decisions. 1 2 3 4 5

Is this a strength to build on, or an opportunity for focused growth?



Get the tools,
sample
chapters,
executive
strategy guide,
and more
resources.



2

Open up
with a bit
of vulnerability









3

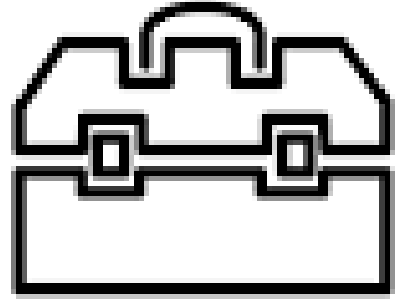
Address
Performance
Issues

If you knew someone **truly**
cared about you and **wanted**
what was **best** for you,
would you want them
to **share their truth?**

So do they



Sandwich Feedback

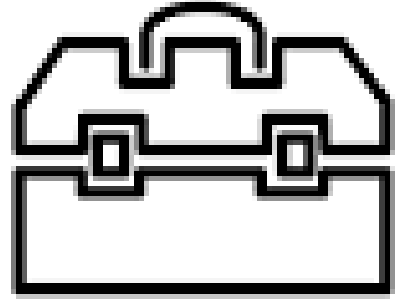


INTENTION



I
N
S
P
I
R
E





INTENTION



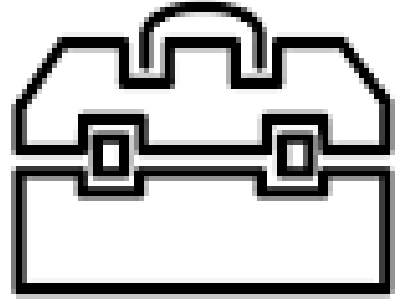
I
N
S
P
I
R
E

Initiate



Feedback Must Be Observable





1

INTENTION



I

Initiate

N

Notice

2

CONVERSATION



S

P

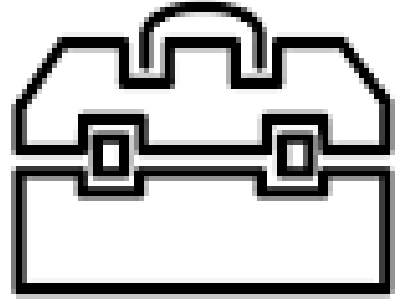
I

R

E







1

INTENTION



I

Initiate

N

Notice

S

Support

2

CONVERSATION



P

Probe

I



3

COMMITMENT



R



E





3

Address
Performance
Issues









4

Share an
Sharing IDEA

They Don't Lack Ideas

Employees Lack Confidence

Be deliberate in understanding what's crushing people's courage and work to eliminate the real and imagined barriers preventing contribution.



- I.D.E.A. - Model

A good I.D.E.A. has a better chance of ***being used and making a difference.***

Help your team bring you BETTER ideas by sharing these criteria.





5

Share
(and
encourage)
IDEAS





5





5

Be Willing to
Reframe
and
Experiment

Looking for Answers



Reframing For More Innovative Solutions

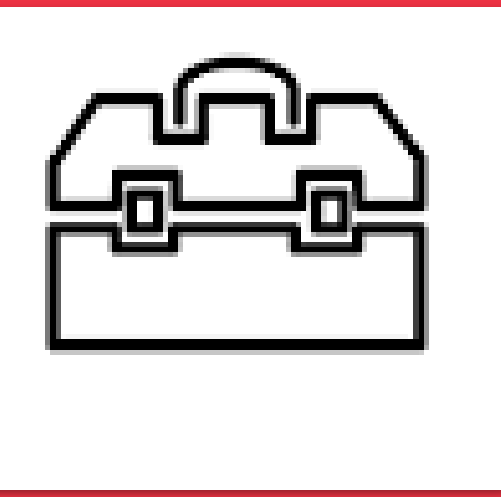


Is there an ALTERNATIVE PATH?

ASKING FOR
A FRIEND
with Karin Hurt

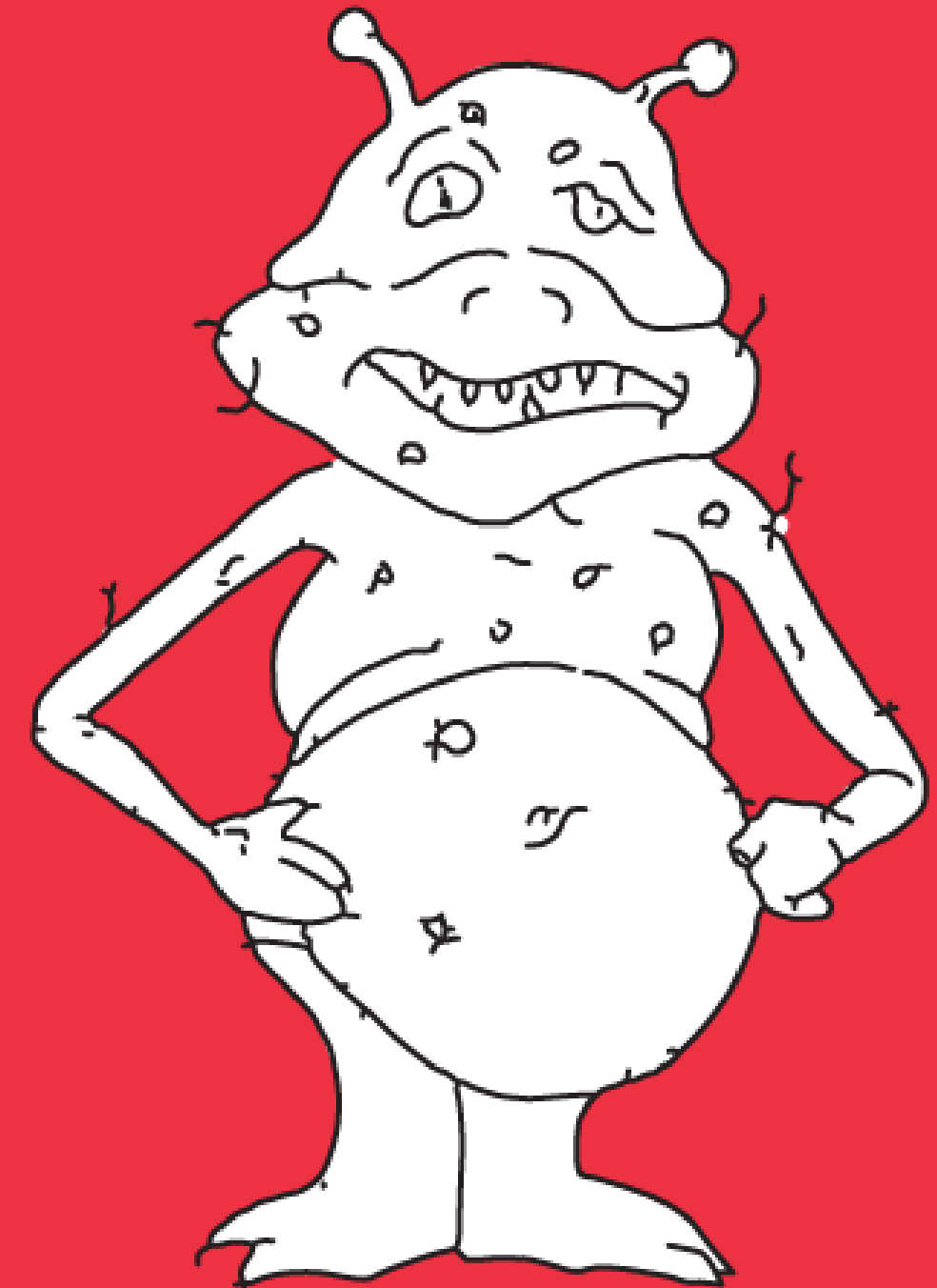


Author Thomas Wedell-Wedellsborg



Own the U.G.I.Y.

With regard to...



Own the U.G.L.Y.

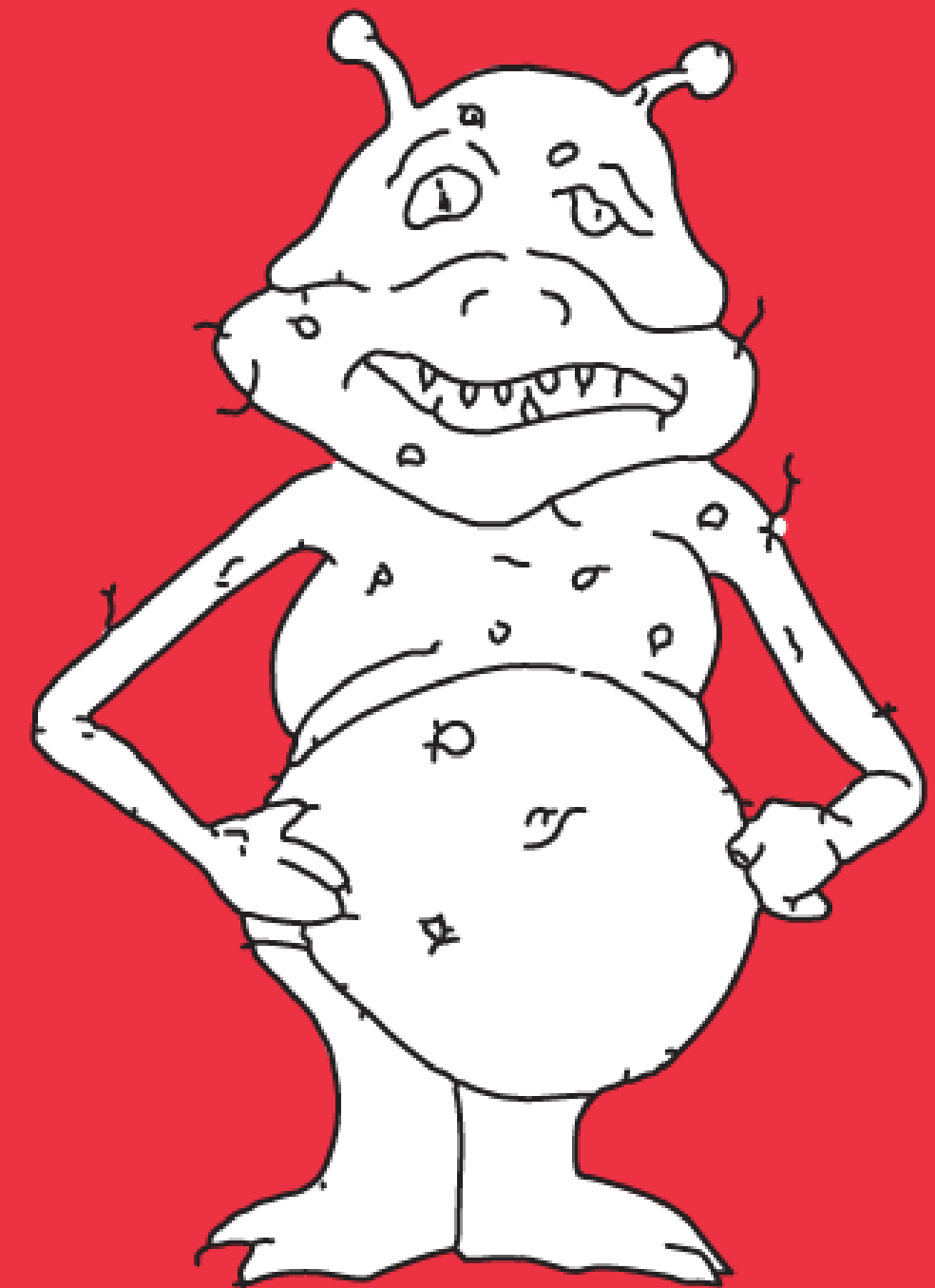
U - What are we

Underestimating?



Own the U.G.L.Y.

G - What's gotta Go?



Own the U.G.L.Y.

L - Where are we

Losing?



Own the U.G.L.Y.

Y - Where are we
missing the Yes?



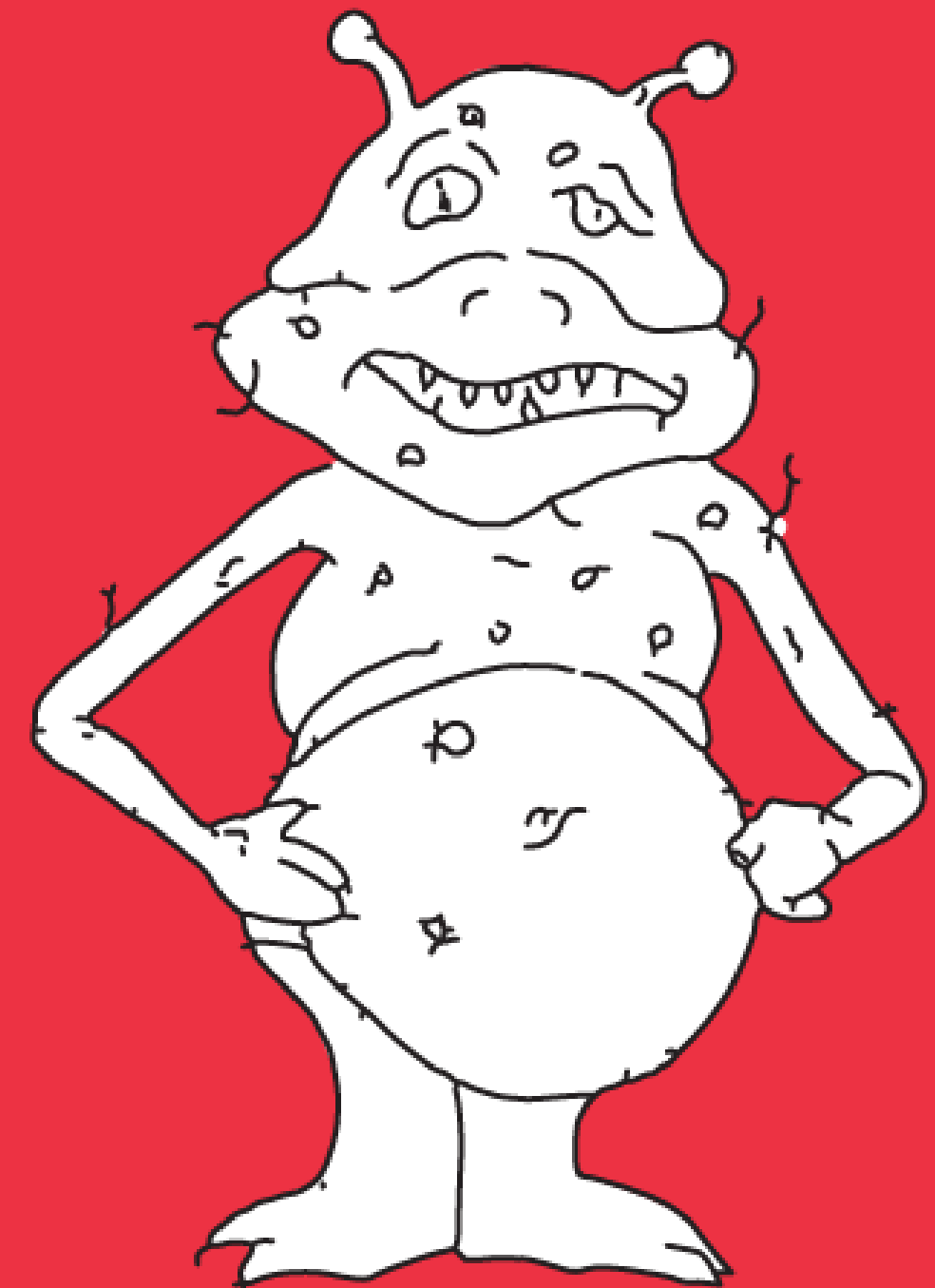
Own the U.G.L.Y.

U What are we Underestimating?

G What's gotta Go?

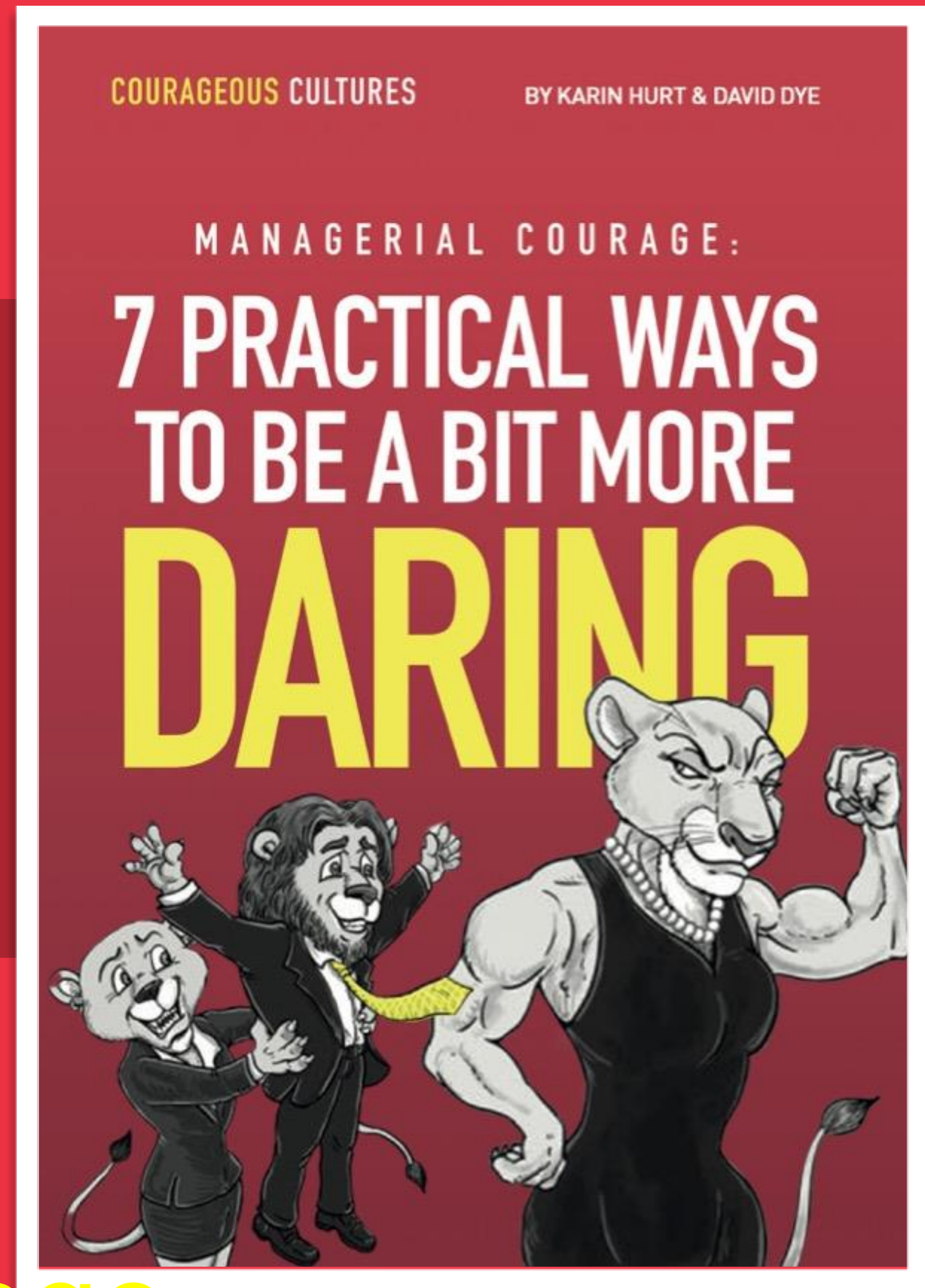
L Where are we Losing?

Y Where are we missing
the Yes?





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sample
chapters,
executive
strategy guide,
and more
resources.

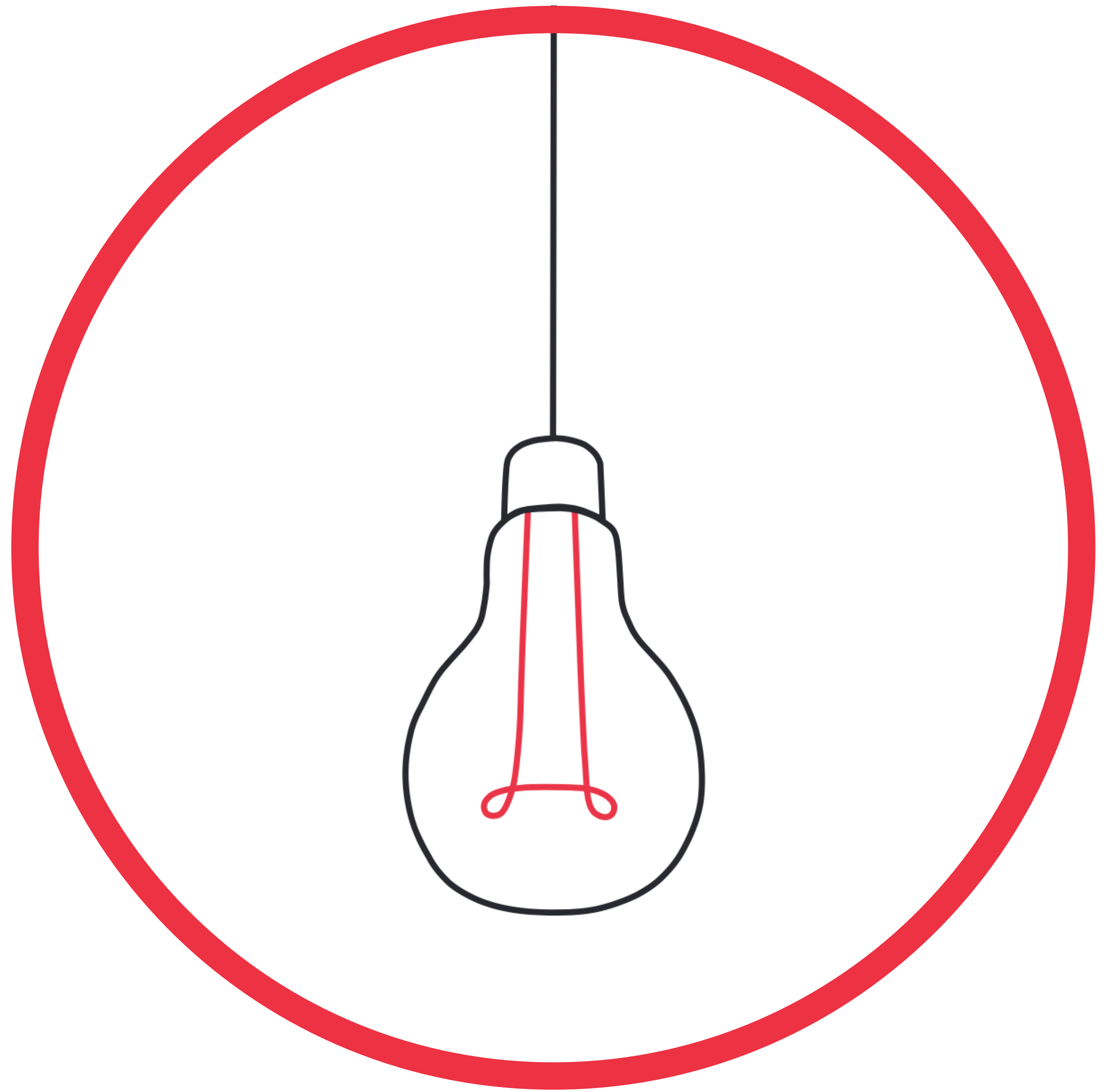


LetsGrowLeaders.com/Courage

5







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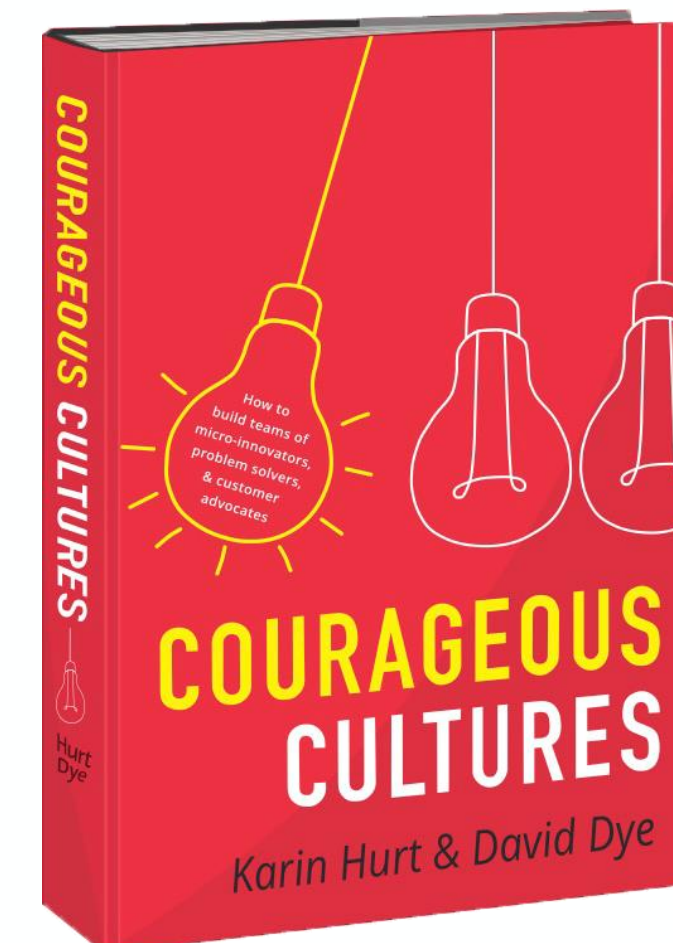
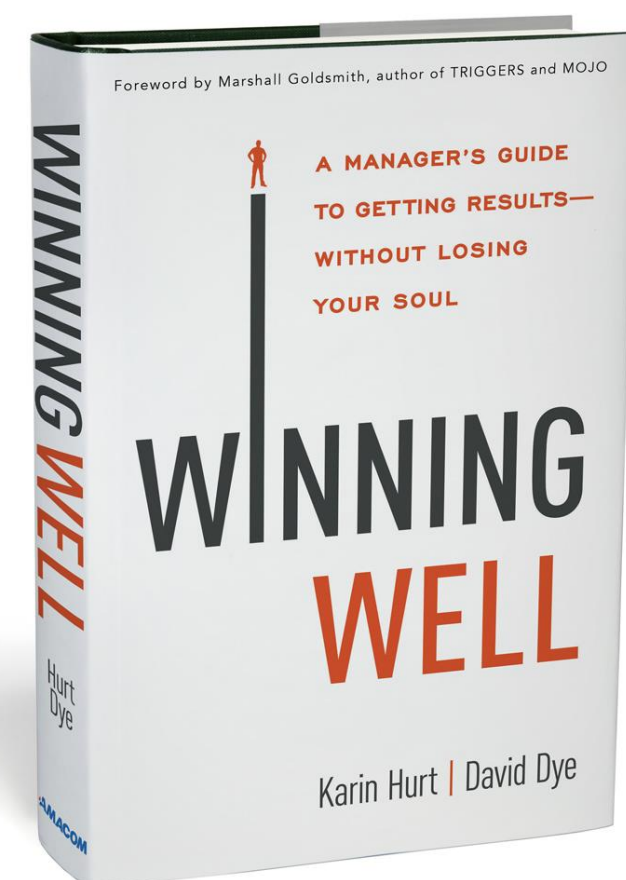
Karin + AFAP Video Series:

[LinkedIn.com/in/Karin-Hurt/](https://www.linkedin.com/in/Karin-Hurt/)



David:

[LinkedIn.com/in/DavidMDye/](https://www.linkedin.com/in/DavidMDye/)



The paradox of
courageous cultures
that create change
and drive the future:

you need less daily courage...

and leaders go first.