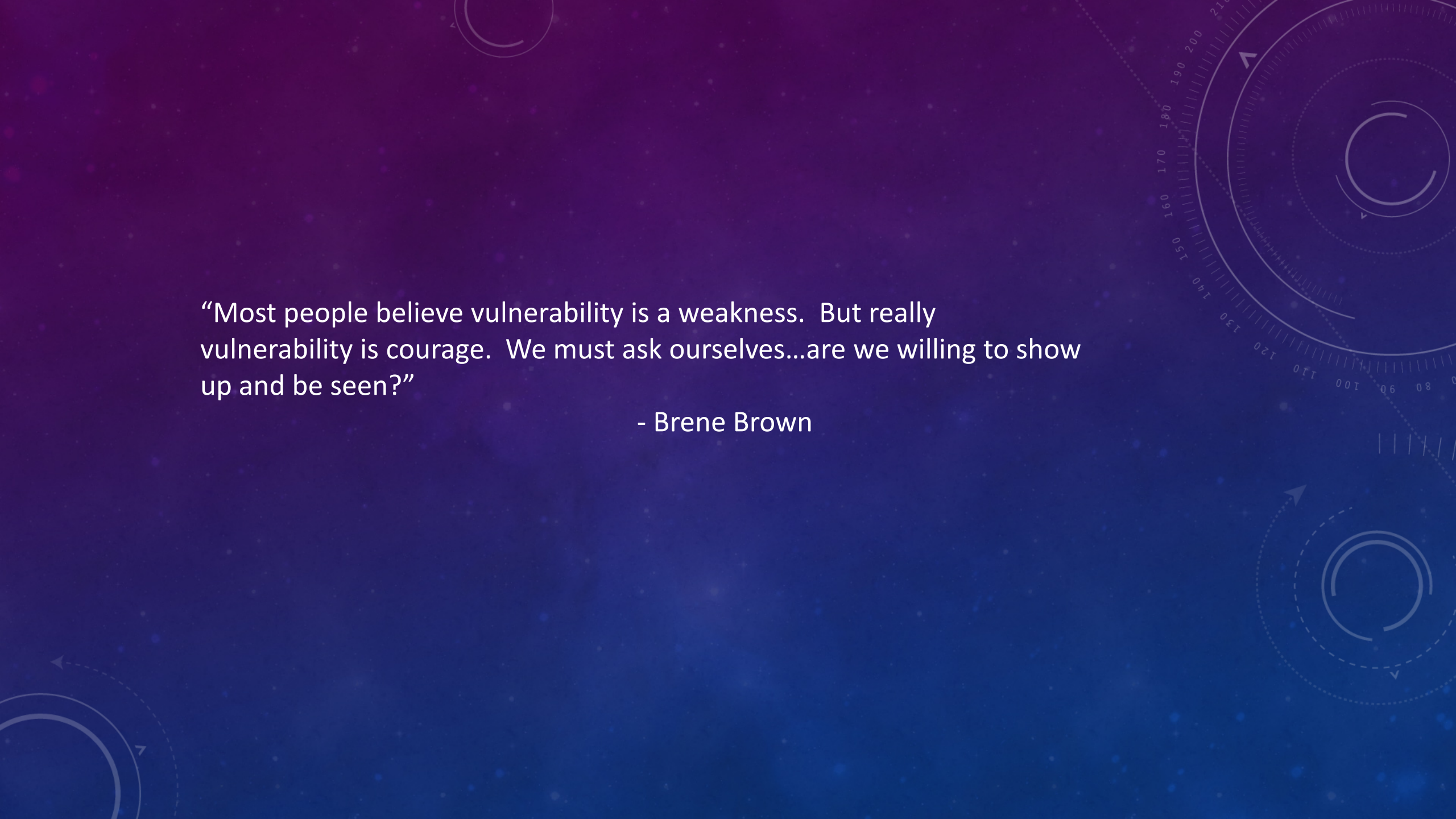


The background is a dark blue gradient with a subtle pattern of white dots. On the left side, there are several overlapping circular elements. A prominent one is a large circle with a scale around its perimeter, marked with numbers from 140 to 260 in increments of 10. Other circles are partially visible, some with dashed lines and arrows, suggesting a sense of motion or a process. The overall aesthetic is clean, modern, and technical.

LEADERSHIP VULNERABILITY

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The background is a deep blue gradient with a subtle starry or particle texture. On the right side, there are several overlapping circular patterns, some resembling gauges or progress indicators with numerical scales (e.g., 100, 110, 120, 130, 140, 150, 160, 170, 180, 190, 200, 210) and arrows. There are also some faint, larger circular outlines on the left and top edges.

“Most people believe vulnerability is a weakness. But really vulnerability is courage. We must ask ourselves...are we willing to show up and be seen?”

- Brene Brown

BEING A LEADER AND VULNERABLE CAN BE CHALLENGING

Vulnerability in leadership can be difficult because there are many facets to be considered. How you show vulnerability can impact your staff in two ways.

Either they appreciate you being transparent and open to group think and collaboration.

OR

They work to manipulate and take advantage of your transparency.

(For this workshop we will focus on their appreciation of your transparency.)

HOW DOES BEING VULNERABLE HELP TO SERVE?

- An agency's ebb and flow is based on staffing patterns, workload, leadership structure, financial position and service population. A leader must be tuned into all of these areas to be able to identify how to manage them for overall success.
- Being vulnerable means you consider what is best for the agency and the people it serves.
- Showing vulnerability works to create opportunities for staff to have ownership in the process of this flow.
- Along with vulnerability we must be positive and solution-focused when we lead.

“

When you focus on problems, you'll have more problems.
When you focus on possibilities, you'll have more opportunities.

”

-Unknown

STEPS TO USE YOUR VULNERABILITY TO BECOME A BETTER LEADER

- Acknowledge the things you don't know
- Be open to learn from others
- Be available to collaborate
- Take on the responsibility for progress and outcomes

ACKNOWLEDGE THE THINGS YOU DON'T KNOW

- Who knows everything? No one does – even with years of experience, we still don't know it all.
- If you stop learning you stop growing.
- If you model this, you give others permission to acknowledge what they don't know, thereby allowing growth for your team as well.
- Acknowledging things you don't know doesn't strip your power if you show an openness to participate in the learning process.

OPENNESS TO LEARN FROM OTHERS

- In doing that you:
 - Really LISTEN to your staff
 - Recognize/Acknowledge the strengths of others
 - Validates others
 - Empower others to engage and contribute
 - Gives others ownership in the process(es)

AVAILABLE FOR COLLABORATION

- This means you are *present* in the process which:
 - Builds team focused mentality.
 - Group think processes give more options for agency growth and diversity.
 - Creates interdependence on outcomes (all win/all lose)

BE RESPONSIBLE FOR OUTCOMES

- Take responsibility for leading the team (not for the outcome).
- Leadership flexibility through bi-directional workflow
- Allow feedback through change driven by asking questions of yourself and the team like:
 - What area have we not explored yet?
 - What would happen if....
 - Has everyone contributed? Have their voices been heard?

WRAP UP THOUGHTS...

- Remember that each staff member is an individual and leadership (with vulnerability) is meant to provide insight and support to others.
- There are many pathways to success as a leader so be open to them.
- Model the way in all you do as a leader to help cultivate and create other leaders.
- Be insightful about your personal vulnerability versus your professional vulnerability.
- Never let a process end with you saying – “I don’t know”. Let it begin with “I don’t know, but together we can figure it out”.

DOING THESE THINGS WILL IMPROVE YOUR LEADERSHIP VULNERABILITY

- Acknowledge the things you don't know
- Be open to learn from others
- Be available to collaborate
- Take on the responsibility for progress and outcomes

“

When you can't find the sunshine, BE the sunshine!

”

-Unknown

Questions? Discussion?

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