

Courage: Unlocking the Power of Humanized Leadership

This Leadership Program is typically offered in 90-minute sessions virtually or in-person. Each of the three modules contains six hours of online content; it can also be taught as a two-day in-person retreat.

PROGRAM OVERVIEW

Courage: Unlocking the Power of Humanized Leadership is a three-part experiential program for senior and emerging leaders focused on bringing powerful human-centered values to life. Leaders will gain clarity about the values they hold and align them with their leadership style to drive new levels of trust and connection within teams.

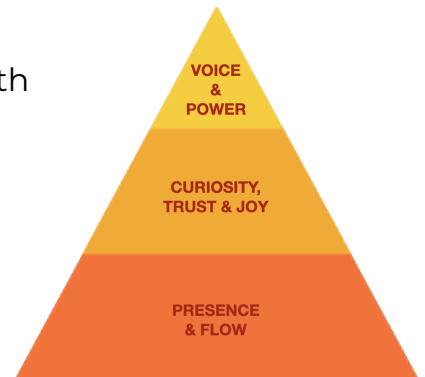
A recent Gartner report highlighted how social and political turbulence, work-life fusion, and hybrid work have called for a new type of “humanized” leadership, saying “Employees demand leaders take a more human approach to leading. Leaders today need to be authentic, empathetic, and adaptable” (Gartner, Top HR Trends and Priorities for 2023).

The world unfolding before us presents accelerated change and turbulence within every dimension of our lives. The norms and assumptions that once guided us are no longer useful predictors. How do we proceed, particularly in moments of crisis, uncertainty, and stress when our past experiences don’t inform us in useful ways about what’s next?

The *Courage* program helps leaders adapt by inviting them to reexamine and redesign their inner and outer landscapes, and equipping them with the necessary tools to lead with authenticity, humanity, and trust.

Internally, participants learn to navigate new conditions, become more adaptive to change, and express more responsive patterns when challenged, rather than contracting and isolating with defenses.

Interpersonally, leaders learn about the power of interdependence, how to identify and leverage the strength of their networks and personal ecosystems, and improve connection and communication within their teams. The result: a higher level of integrity between the values of leaders and the actions they are embodying – particularly in moments of crisis, uncertainty, or distress.



IMPACT & OUTCOMES

Outcomes for individual participants:

- Clarity about foundational personal and professional values
- New frame for leadership as a path of relationship-building
- Deeper self-awareness of agency in using power
- Experiential knowledge of growth edges via direct practice
- Ability to communicate authentically across domains
- Embodied sense of what it feels like to know what's right (from a values perspective), and take courageous steps to bring it forward

Outcomes for teams/companies:

- Adapt fluidly to change as a team/company
- Nurture leaders to develop the humanizing skills that conventional leadership programs leave out
- Operationalize team/company values collaboratively with greater meaning
- Develop flexibility as a team/company to work with the new range of issues that come with greater authenticity
- Expand the capacity of leaders to demonstrate courage and make environments safer for all

ADDITIONAL INFORMATION

Each module of *Courage: Unlocking the Power of Humanized Leadership* is available in virtual or in-person format, with the option of a two-day in-person YOL retreat experience. The three modules are taught by Zanette Johnson,

PhD and Shannon Wallis, CEO of Cascade Leadership.

Visit www.experienceyol.com and contact us [here](#) for more information.

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