

Leading bravely

A one-hour conversation to create a more courageous team

To do anything bold, you and your team must access courage. This starts by making a choice: in the face of fear, adversity, or the unknown, you decide to take the right action anyway. Each time you make this choice, you're more able to move forward, take smart risks, and create something new together. Even better, you cultivate a collective team confidence that helps you tackle the next, even bigger challenge that comes your way.

To give your team a courage boost, try leading this one-hour discussion at your next offsite or team meeting:

Leading bravely:

A one-hour team conversation (for up to 20 people) to foster collective courage

Open: Set the context	5 min	<ul style="list-style-type: none">+ Introduce the topic: Why courage? Why now?+ Share how you'll lead the discussion+ Share the worksheet (next page) with each team member
Exploration: What makes leading bravely possible	15 min	<ul style="list-style-type: none">+ Invite each team member to reflect quietly on prompt #1 on the worksheet ("Think of a time you've led bravely. What made it possible for you?")+ Break your team into pairs or small groups (3-4) to share their answers and identify common themes of what made courage possible for them
Team discussion: Mining the learnings	20 min	<ul style="list-style-type: none">+ Invite small groups to share their stories and reflections with the full team+ While listening to these stories and reflections, encourage all team members to capture insights and inspiration in prompt #2 on the worksheet ("Insights & ideas I want to remember")+ After hearing from all groups, summarize some of the big themes you heard that you believe, when practiced, will help the team lead even more bravely
Individual reflection: Making personal commitments	5 min	<ul style="list-style-type: none">+ Invite each team member to reflect quietly on prompt #3 on the worksheet ("What's one courageous act I'll commit to? What do I need to make it possible?")+ Note: team members can share their commitments, if time allows
Close: Identifying key takeaways	15 min	<ul style="list-style-type: none">+ Invite each team member to share their biggest takeaway or a-ha, for them personally or for the team broadly+ Thank the team for the discussion and share any next steps



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A team conversation to foster collective courage

1

Think of a time you led with courage in the face of uncertainty. What was the moment? What made it possible?

2

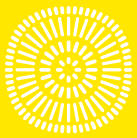
Insights & ideas I want to remember

3

What's one courageous action I'll commit to? What do I need to make it possible?

We've provided space in this PDF for you to capture your thinking. Simply click in the white or light blue text entry fields and type your answers directly into the document. Just remember to save the PDF to your hard drive or wherever you store files so your responses are captured.





Tournesol is a leadership consulting firm. We partner with CEOs, senior leaders, and their teams to drive transformational results and impact in significant moments of change using a unique, holistic Leadership System[®] called Lead Brighter[®].

If you're looking to lead with courage, we can help you:

- + Set vision, create strategy, and develop your plan
- + Align leaders and teams through offsites, summits, town halls, and trainings
- + Identify and prepare teams to execute on key priorities and initiatives
- + Develop practices to accelerate progress against your plan and stay on track to deliver it
- + Create and execute cross-company change initiatives and innovation programs, and more

Connect with us at hello@tournesolllc.com

leadbrighter.com