

PitStop

“Vulnerability is the
Emotion that we
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of Uncertainty, Risk and
Emotional exposure”
(Brene Brown).

Vulnerability

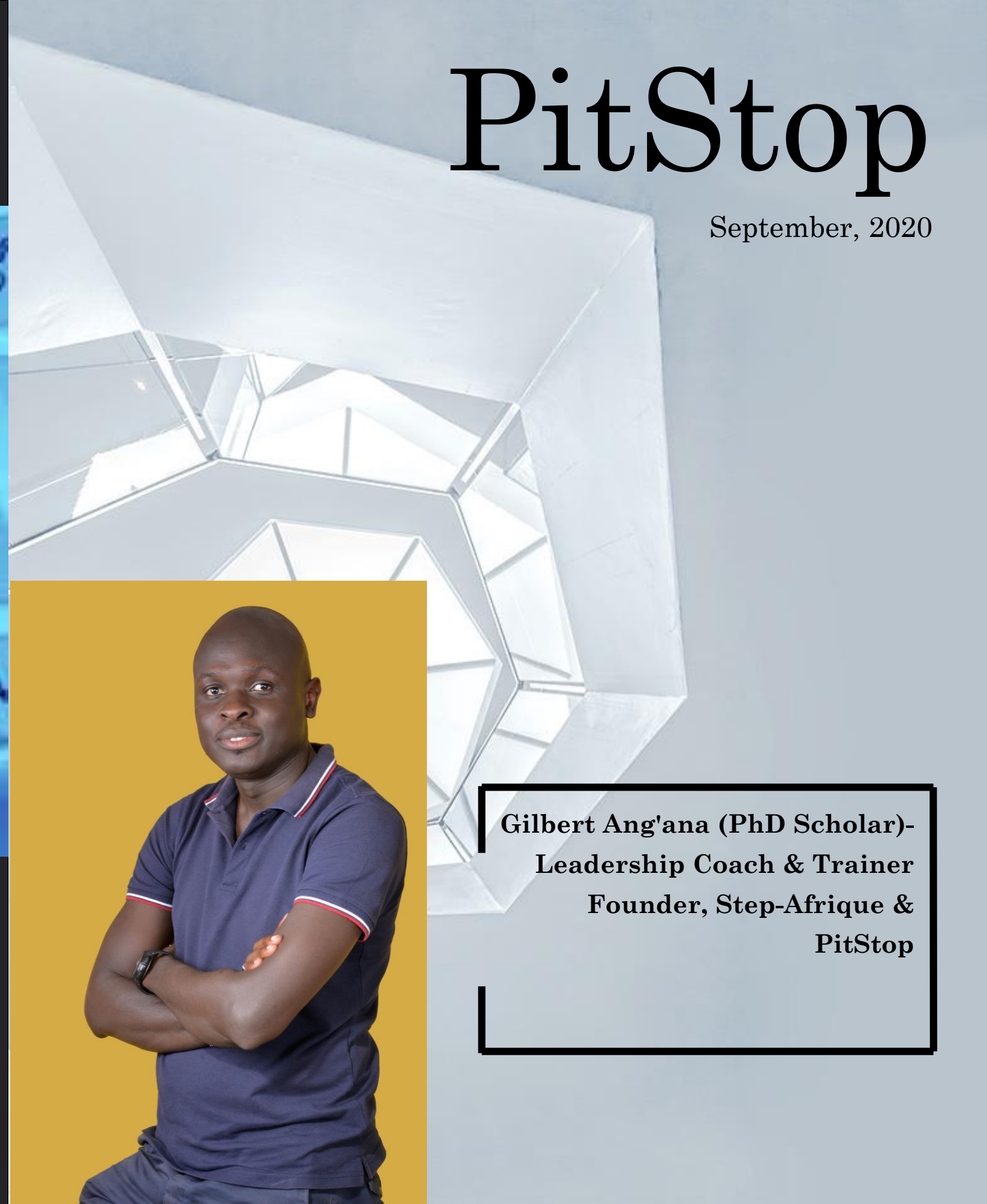
Leadership &

Disruptive Talent

**Matters
Leadership**

PitStop

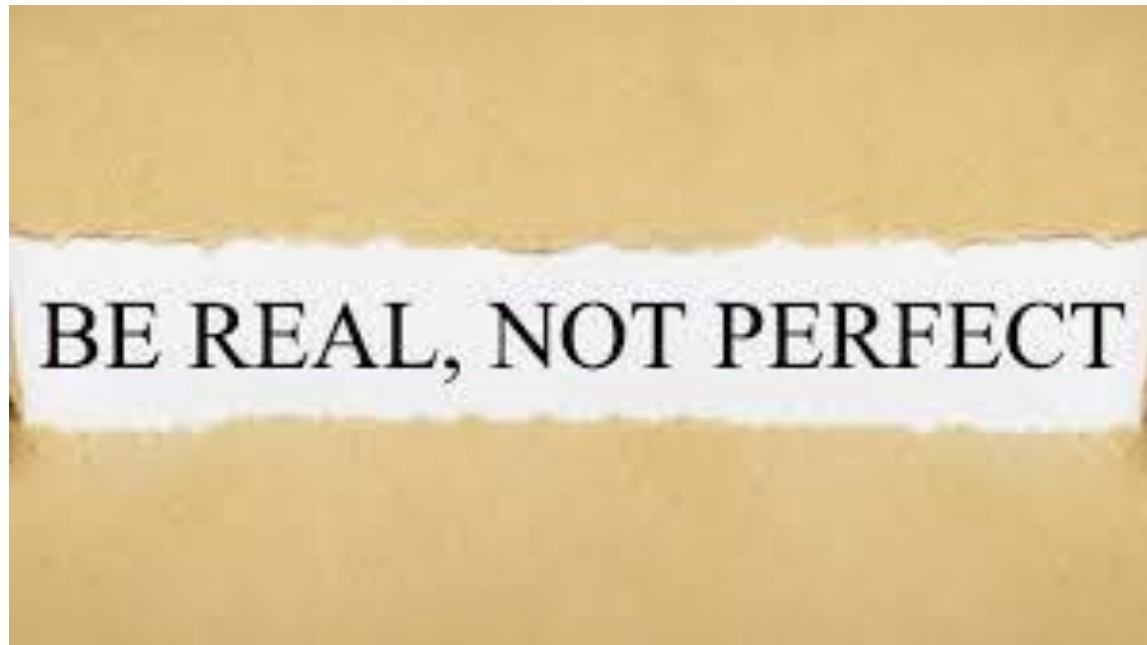
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* Vulnerability & Leadership

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Vulnerability is in most cases seen as a weakness because of the false belief that all great leaders know what they do, they are strong and have it all figured-out. This is nothing short of a leadership myth. So what really is Vulnerability and who is a Vulnerable leader?

Oxford Dictionary defines **vulnerability** as the quality or **state of being exposed** to the **possibility of being attacked** or harmed, either physically or emotionally.

Brene Brown, in her book Dare to Lead says, 'vulnerability is the emotion that we experience during times of uncertainty, risk and emotional exposure. It is having the courage to show up, fully engage and be seen when you can't control the outcome.'

Being **vulnerable** is the ability to **show people you're not perfect**, you make mistakes, and you don't have all the answers. In other words, it's showing people **that you're human**.

How do vulnerable leaders act?

1. They share power appropriately
2. They share information openly and respectful
3. They have a highly adaptable approach & Style
4. They deal well with productive conflict.

Effective leaders must be Vulnerable

There is no such thing as a hero leader! Every leader just like everyone else have their own pressure. If not handled well can overflow into their staff, their board, stakeholders & customers. The reason you see a number of leaders blasting off their anger into their staff & stakeholders is because they are afraid of being vulnerable when they need to, and wait until the pressure outweighs them.

High performance leaders regularly demonstrate their vulnerability.

Vulnerability doesn't mean being soft, or weak. No! it's allowing yourself as a leader to ask for help, to allow others to fail and encourage them to fail forward, by encouraging trust within the team even in

difficult circumstances. This is what creates a **culture of safety, trust and a sense of belonging** in their organizations.

Vulnerable leaders don't "climb over" other people to feel their leadership strength.

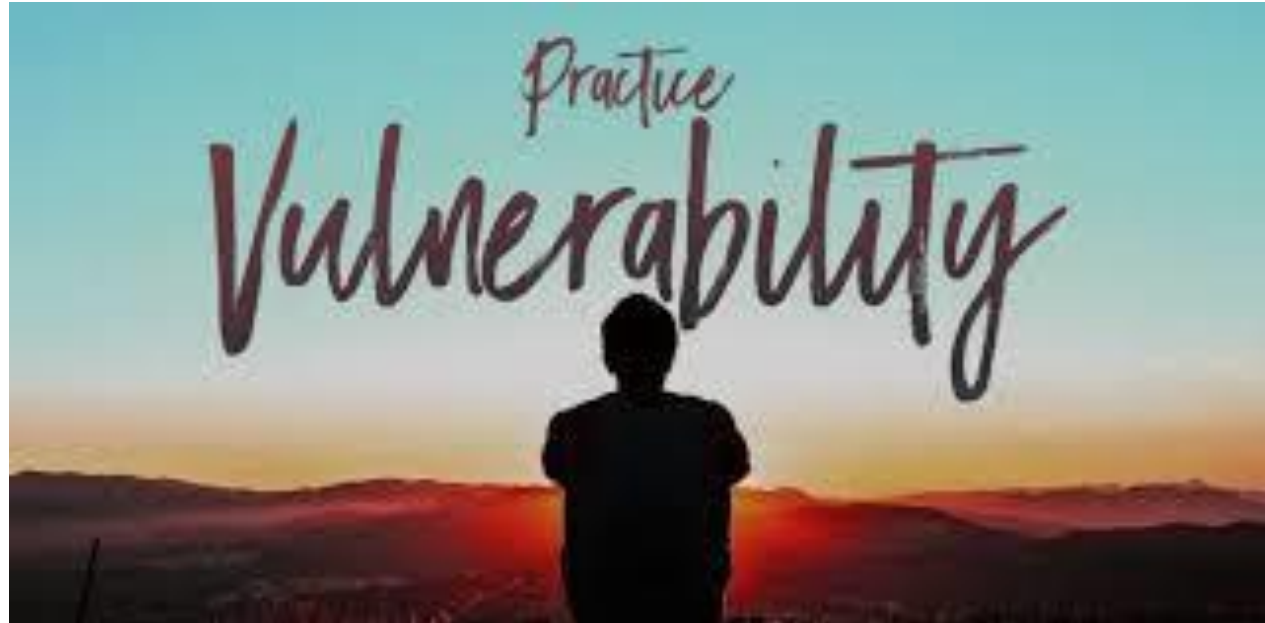
They know that, through collaboration and sharing knowledge, the benefits are profound and trickles to their organization as a whole.

Vulnerability leadership leads to vulnerability trust.

Your team will not be scared and afraid of trying new innovations and failing, but, will be keen to fail forward if they do fall and ensure they get the learnings to create a much greater version of their failures.

Vulnerability Is The Ability To Show People You Are Human & Not Perfect!

* Vulnerability & Trust



So how do you start the journey to be a Vulnerable Leader?

1. Stop presenting a high definition of your leadership that will create a block and a wall around you as the leader.
2. You need to be more authentic and honest as a leader about the pressure you feel.
3. You need to invite support and demonstrate a more situational humility- You cannot have all the answers to the problems in this complex world.
4. You need to take more risks as a leader. This means, the likelihood of failure increases, which is a situation many leaders do not like. However, vulnerable leaders like this, because they know that's the place where they get to exercise their creativity with their teams, innovations happens, the answers to critical problems, when they take more risks.
5. Surround yourself with individuals who really don't care much about your title and are creative and honest.

If the leader cannot be vulnerable, other people in their team are not going to do that.

Many leaders feel they are brilliant and

intelligent in their own capacity as leaders and what happens next is they end up being feared across their organization because they are intimidating and no one in their team wants to disagree with them. What they get is a "Yes Sir" Team and lack of creativity.

You can change that narrative around leadership.

Vulnerability is something all leaders experience, its normal and okay. Effective leaders who are honest and authentic use it to their best leadership advantage. Vulnerability can be your super power as a leader.

Parting shot:

1. Fight the urge to fight & listen
2. Use questions to gain understanding and clarity especially where you don't agree
3. Embrace and surround yourself with the "productive mouth content" people as they can be the catalyst to innovations in your organization.

Lets Change our Leadership & Organization One Vulnerable moment at a time!



About PitStop

Pitstop is a Leadership publication of Step-Afrique Consultancy authored by Coach Gilbert (PhD Scholar) with the aim of Inspiring, teaching & coaching on matters leadership and how it shapes our society and world.

Get in touch for details on how we can create a Coaching & Training Plan for your teams and organization.

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