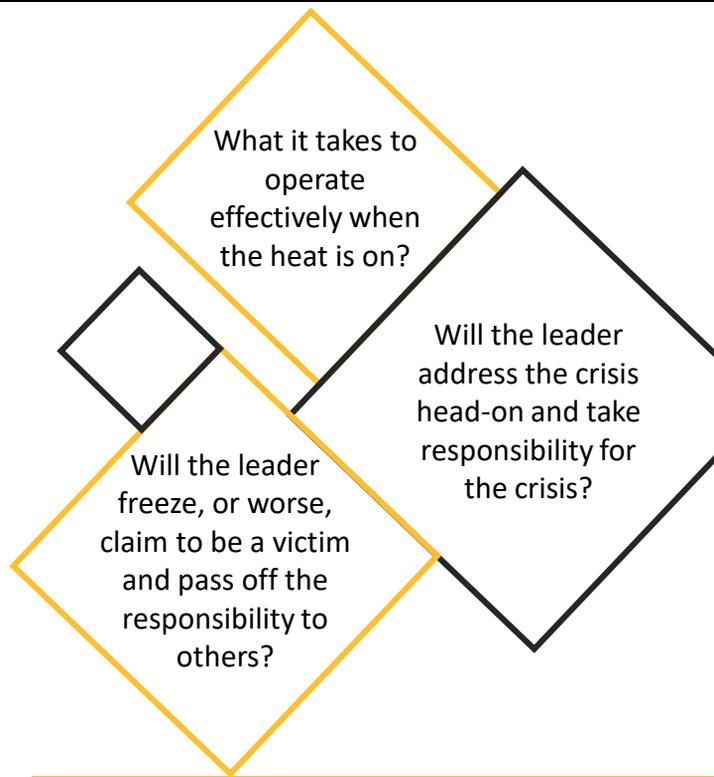# Leadership Courage

during Tough Times

The world is different today than it was a few weeks ago. Uncertainty is at an all-time high, as we experience a complete disruption in our homes and workplaces.

As many organisations shift to remote collaboration, the routines and stability that many employees have relied on for years have vanished. Beyond work, many are also feeling anxious or scared, experiencing isolation, and facing any number of other challenges.

Dealing with such change and facing the unknown can be extremely stressful for everyone—in some situations it can feel a lot like grief.

Nothing tests a leader like a crisis. There is an element of the **leader's deepest character** that is **revealed** during **highly charged**, **dramatic** situations. A crisis can **quickly expose** a **leader's hidden strengths** and **core weaknesses**.

What it takes to operate effectively when the heat is on?

Will the leader address the crisis head-on and take responsibility for the crisis?

Will the leader freeze, or worse, claim to be a victim and pass off the responsibility to others?

What does it take to be a BRAVE and CONFIDENT LEADER right now?

There is no quick fix. There is no silver bullet. The best thing as a leader can do is lean in. Leading through a crisis, especially remotely, requires more than keeping employees on task. It takes **courage**. We do not mean donning a mask to begin a new career as a superhero, but rather a **deep** and **abiding sense** of **courage** that **separates good leaders from great ones.**

In turn the importance of **emotional intelligence**, **resilience**, **building trust** by **creating a space** for team members **to be honest** and **vulnerable**, and for **leaders** to **share** their **own vulnerability** are **critical** in times where we need to **show great courage**.

Leaders who demonstrate **courage** in the workplace not only **perform better**, but **influence** others to **act** with **bravery** and **drive organizational success**. Courageous leaders are not cowed or intimidated. They realize that, during **turbulence**, there **lies** an **extraordinary opportunity** to **grow** and **rise**.

OMi has designed the **Leadership Courage**, a thought-provoking 1-day intervention split into 4 online modules of 2hrs each, to help leaders understand the **importance** of **being courageous** enough to be **compassionate**, to allow others to **influence** in their own way and to **listen through actions**. It also helps them **develop** the **conviction** to **transform business challenges** into **opportunities** for **positive change** with or without having to wait for a crisis.

COURSE COVERAGE - LEARN, DEVELOP, APPLY & GAIN

The Intervention will consist of 4 modules, each delivered via a webinar session of 2 hours.

Module 1: Leading Through Crisis: Are You Coping Or Leading With Courage?

- ✓ Stages of crisis management - Identify organization's current **stage of crisis**
- ✓ Understand the impact **fear** has on **personal** and **organizational performance**
- ✓ Learn to **listen**, **respond** and **act** on teams concerns and anxieties with **empathy**

Module 2: Culture Cues: Courage in a range of Environment

- ✓ Learn about the **"Three Buckets of Courage"** and how to differentiate among them
- ✓ **Step Out of Your Comfort Zone** to make an impact during turbulent times
- ✓ Respond and adapt to **"courage killers"** and create an **environment** that **encourage** others to **behave** more **courageously**

Module 3: The Top 5: A closer look at what courageous Leaders do during crisis

- ✓ Discover different **ways of leading** that **inspire** more **courageous behaviour**
- ✓ Cultivate **core behaviours** of courageous leader to **unleash true potential**
- ✓ **Build resilience** and leverage multiple life roles to effectively **manage stress** and become more effective during crisis

Module 4: The Making of Courageous Leaders: Attitudes and Actions in the face of crisis to make a positive difference

- ✓ Build **influence** & drive **results** through **courageous communication**
- ✓ Make **decisive decisions** that reveal your courage and confidence to take a stand
- ✓ Take **intentional risks** and make **mindful choices** amidst **complex** and **rapidly changing conditions** to **exhibit courage** at work