"Being Vulnerable is a KEY to Innovation"

Presented to the Fall 2019 Conference for the Association of Animal Welfare Advancement

“We do things right and we do things well.” Guiding principles of all organizations center on the quality and integrity of the service or product being delivered. In contrast then, for most organizations the word “fail” brings about an instantaneous reaction of "something to avoid". The extent your organization promotes or chastises failure is in direct correlation with innovation, creativity, trust, collaboration, growth, and resiliency.

What do I really want?

__________________________________________________________________________________________________

__________________________________________________________________________________________________

What does Courage Look Like?

__________________________________________________________________________________________________

__________________________________________________________________________________________________

What does “Being All In” mean?

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__________________________________________________________________________________________________

What does Vulnerability Feel like?

__________________________________________________________________________________________________

__________________________________________________________________________________________________

Courage, Innovation, Failure and Vulnerability are all related!!
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<th>Example Failure</th>
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<th>Actions?</th>
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Your Fails:
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Organizational Fails:
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_________________________________________________________________________________
_________________________________________________________________________________

_____________ -Based Culture

_____________ -Based Culture

Reference: The Daring Way™ – created by Dr. Brené Brown
Your Organization’s Mission or Vision: -

_____________________________________________________________________
_____________________________________________________________________
_____________________________________________________________________

For SUCCESS, we must have __________;

... for __________ we must ______ ______;

... to ______ ______ we must __________;

... to __________ we must be ____________.

Think of a professional example when you felt it was not okay to say or do what you believed in? Why did you feel that way? What actually happens when someone makes a mistake in your organization?

_____________________________________________________________________
_____________________________________________________________________

4 elements of trust:

__________ ____________ ____________ ____________

Which one is missing in some of your relationships today?

_____________________________________________________________________

Reference: “The Thin Book of Trust” – Charles Feltman
The missing piece: Defining Vulnerability

Vulnerability is defined as...

________________________________________  __________________________________

There are 6 MYTHS to vulnerability that cause us to avoid it wherever possible (i.e. not take risks).

1) Vulnerability is ___________________. It is actually our most accurate measure of _____________________.
2) I ___________________ vulnerability. Do you do vulnerability with ___________________ or does it do you?
3) I can ___________________. Actually, the _____________ of connection is vulnerability.
4) You can engineer the ________________ and ______________ out of vulnerability.
5) ________________ comes before vulnerability.
6) Vulnerability is _____________________.

Reference: “Dare to Lead” – Dr. Brené Brown

So, what does a culture that...

□ Doesn’t support courage, connection and compassion,
□ Reinforces fear, blame, and disconnection,
□ Doesn’t realize (or care) when trust is broken,
□ Isn’t actively working to do repair broken trust vs. armor up and dig heels in even deeper,
□ Reinforces to employees that vulnerability is weakness, and weakness should be avoided,
□ Says they want innovation, but really punish those that take risks that fails,

...actually cost your bottom line? And what could happen if

________________________________________________________________________________________
________________________________________________________________________________________

My Biggest Take Away is...

My Commitment is...