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Welcome to this session:
Curiosity & Vulnerability: The New Leadership Superpowers

The session will start shortly...

Questions? Drop them in the chat. We'll have dedicated moderators answering questions.

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What is Safeguarding?

Safeguarding refers to actions and measures aimed at protecting the human rights of adults, particularly vulnerable individuals, from abuse, neglect, and harm.

To report a safeguarding concern reach out to us via email:
safeguarding@hyperiondev.com

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Live Lecture Housekeeping:

- The use of disrespectful language is prohibited in the questions, this is a supportive, learning environment for all - please engage accordingly.
- No question is daft or silly - ask them!
- For all non-academic questions, please submit a query: www.hyperiondev.com/support
- To report a safeguarding concern reach out to us via email: safeguarding@hyperiondev.com
- If you are hearing impaired, please kindly use your computer's function through Google Chrome to enable captions.

Open-Ended Questions

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Open-Ended Question 1

Think of a time when you were faced with a challenging situation at work or in life.

❖ How did curiosity (asking questions or seeking new perspectives) play a role in your ability to navigate that challenge?

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Open-Ended Question 2

❖ How does being vulnerable - admitting that you don't have all the answers - affect the way people perceive you as a leader?

❖ Do you think it builds trust or creates a sense of uncertainty?

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Learning Outcomes

❖ Explain how curiosity and vulnerability enhance leadership, strengthen relationships, and boost team performance.

❖ Implement techniques for asking thoughtful, open-ended questions that encourage exploration and dialogue.

❖ Redefine vulnerability as a leadership strength, learning how to use it to inspire trust and authenticity.

❖ Create an environment where curiosity and vulnerability become contagious, leading to greater collaboration and innovation.

❖ Build resilience and psychological safety, ensuring you lead from a place of both courage and care.

Curiosity as a Leadership Trait

- **Leadership through questions:** A curious leader asks questions that lead to exploration, growth, and innovation.

- **Opens new possibilities:** Curiosity leads to creative thinking and problem-solving.

- **Engagement & Connection:** Encourages dialogue and builds relationships within teams.

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The Art of Asking Open-Ended Questions

- **Encourage critical thinking:** Questions like "What do you think?" and "How can we improve?" spark dialogue.

- **Avoid yes/no questions:** Instead, ask questions that explore perspectives.

- **Examples of Questions:**

  - "What's one challenge we could solve together?"

  - "How can we approach this differently?"

  - "What insights can we gain from this situation?"

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Techniques for Cultivating Curiosity in Leadership

- **Active Listening:** Pay full attention to team members and ask follow-up questions.

- **Growth Mindset:** Encourage learning from mistakes, fostering a culture of development.

- **Encourage Exploration:** Create an environment where new ideas are welcomed and questioning is encouraged.

- **Be Open to Different Perspectives:** Value diverse viewpoints for richer discussions.

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Reflect on a Time You Led with Curiosity

- **Personal Experience:** Think about a time when you, as a leader, led with curiosity. How did asking questions and being genuinely curious about your team's ideas or challenges shape the outcome?

- **Impact on Engagement:** Reflect on how curiosity encouraged deeper participation and engagement from your team members.

- **Effect on Problem Solving:** Consider how curiosity might have led to a more creative or effective solution.

- **Long-Term Effects:** How did your leadership approach (asking questions, being curious) influence the team's approach to challenges and innovation moving forward?

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Vulnerability: A Strength, Not a Weakness

- **Vulnerability = Authenticity:** Leaders who show vulnerability are more authentic and human.

- **Builds Trust:** Vulnerable leadership fosters deeper trust within teams.

- **Encourages Openness:** Leaders who share challenges and imperfections encourage others to do the same.

- **Strength in Openness:** Vulnerability helps leaders to connect and engage more genuinely with their teams.

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The Science of Vulnerability

- **Brene Brown's Research:** Vulnerability is essential for building trust and creating strong relationships.

- **Psychological Safety:** Vulnerability is critical for fostering an environment where team members feel safe to contribute without fear of judgment.

- **Stronger Connections:** Being open creates a bond between leaders and their teams, leading to greater collaboration.

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Creating Trust through Vulnerability

- **Lead by Example:** Share your struggles and challenges as a leader to encourage others to be authentic.

- **Transparency:** Be honest about what you know and don't know, showing openness.

- **Model Empathy:** Show care for your team's well-being and challenges.

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Vulnerability in Leadership

- Vulnerability in leadership means being open about challenges, weaknesses, and imperfections. It's about showing authenticity and humanising the leadership role

- When a leader shows vulnerability, it creates a safe space for others to be open, leading to more creativity, collaboration, and innovation.

- Common fears about being judged, looking weak, or losing authority.

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Let's take a break

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How Curiosity and Vulnerability Work Together

- **Mutual Benefits:** Curiosity leads to discovery, while vulnerability builds trust.

- **Complementary Traits:** Curiosity encourages deeper questioning, while vulnerability encourages open dialogue and acceptance of mistakes.

- **Collaborative Leadership:** These two traits together promote a culture of collaboration, innovation, and continuous improvement.

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Practical Applications of Curiosity and Vulnerability

- **Leading through Uncertainty:** Use curiosity to navigate change and vulnerability to show your team that it's okay not to have all the answers.

- **Fostering Innovation:** Be open to new ideas, ask questions that push boundaries, and allow your team to experiment and fail.

- **Leading Difficult Conversations:** Use vulnerability to connect with your team during tough times, building trust and compassion.

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Creating a Plan to Implement Curiosity and Vulnerability

- **Practicing Curiosity:**
  - Asking Thoughtful Questions
  - Active Listening
  - Continuous Learning

- **Cultivating Vulnerability:**
  - Being Transparent and Authentic
  - Creating Psychological Safety
  - Acknowledging Mistakes and Learning from Them

- **Combining Curiosity and Vulnerability:**
  - Lead by example by using curiosity to explore new solutions and using vulnerability to create an environment where experimentation is encouraged.
  - Inspire Collaboration

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Barriers to Curiosity & Vulnerability

- **Fear of Judgment:** Worrying that asking questions or being open will be seen as weakness.

- **Ego:** A desire to appear strong, knowledgeable, or in control can prevent vulnerability.

- **Time Pressure:** In a fast-paced environment, curiosity and vulnerability may seem like time-consuming luxuries.

- **Cultural Resistance:** A culture that values certainty over openness may resist these leadership traits.

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Overcoming Barriers to Curiosity & Vulnerability

- **Lead by Example:** Demonstrate both curiosity and vulnerability in your actions.

- **Create a Safe Environment:** Encourage risk-taking and open dialogue by building psychological safety.

- **Shift the Culture:** Overcome cultural resistance by fostering a mindset that values learning over perfection.

- **Embrace Mistakes as Learning Opportunities:** Show that it's okay to make mistakes and learn from them.

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Overcoming Your Own Barriers

- **Common Barriers to Curiosity:**
  - Fear of Not Having the Answer
  - Time Pressures
  - Cultural Resistance
- **Common Barriers to Vulnerability:**
  - Fear of Judgment
  - Lack of Psychological Safety
  - Perceived Loss of Authority

- **Strategies for Overcoming These Barriers:**
  - Cultivate a Growth Mindset
  - Lead by Example
  - Reframe Vulnerability
  - Foster Open Communication

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Conclusion

❖ Curiosity and vulnerability are essential leadership traits.

❖ These traits enhance relationships, boost team performance, and foster innovation.

❖ Leaders who embrace curiosity and vulnerability create a safe, collaborative environment that promotes growth and trust.

Q & A SECTION

Please use this time to ask any questions relating to the topic, should you have any.

Thank you
for attending

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