

# FEARLESS LEADERSHIP

shaping inspiring & meaningful cultures!

Today's changing business environment demands a new kind of leadership. Gone are the days of 'command and control'. Today's leader needs to fearlessly foster meaningful engagement, alignment and inspire innovative performance.

## WHY 'FEARLESS'?

All humans share the reptilian brain's fear of extinction and pain and this has been an essential evolutionary survival mechanism. Unfortunately, those fears can show up in business today as 'ego' based fears. Fears such as being judged by others, not measuring up, being separated out or left behind, disappointing others, or being out of control. Being unconsciously driven by any of these can lead us to making the wrong decisions and being less effective leaders.



At 1-degree we believe the Fearless Leader can inspire, empower and develop all team members by role-modeling the following seven attributes:

## COURAGE

Courage means facing our own fears as leaders, being open hearted and willing to 'lean into' change. It involves awareness of our strengths and weaknesses and tapping into our passion. It takes courage to quiet the chatter of the 'ego' self-talk and tap into our intuitive inner voice. Role modeling transparency and vulnerability engenders trust and encourages others to also be courageous.

## CAUSE

A healthy profit should not be the purpose of a business. We believe it is an outcome of doing all the right things. Great leaders know that inspiring a meaningful 'why' galvanizes the entire organization to achieve the common purpose. What do you believe in and what are you passionate about? Creating a compelling cause should be the story of your personal 'why' aligned with your organizational purpose.

## COMPASSION

Compassion first starts with compassion for self. Only then can we feel true empathy for others by helping them move through their fears to connect with the joy of accomplishment. This comes from developing the mindset that people remember most how you made them feel and that if we ignore what's really going on for our people, they simply won't give us their all.



## COLLABORATION

True collaboration is letting go of 'ego' to co-create what is wanting to emerge. Collaboration involves both the skills of facilitation and open-hearted communication. It requires trust and inclusiveness and a powerful desire to create win/win outcomes. This often means letting go of what we as leaders think is the 'right' way and being open to something new.



## COACHING

The positive intent of coaching is helping others to be their best. This involves coaching people from their strengths, asking insightful questions, and listening beyond facts to the beliefs at play just under the surface. Great coaching involves being both highly nurturing and being willing to have tough conversations. It is about providing that kind of balanced feedback on a consistent basis while developing each team members' capability to self-diagnose their strengths and areas for improvement. This approach inevitably leads to greater commitment and performance.



## CREATIVITY

We are all creative beings. Creativity is simply a muscle like any other and can be developed. Fearless Leaders are catalysts and have an ability to unleash their team's imagination to spark new ideas that then inform innovative practices. This means encouraging an environment of play, modelling how to unlearn old stories we have about 'not being creative' and encouraging smart risk taking that sees mistakes as evidence that learning is happening.



## COMMITMENT

True commitment requires leaders to invite radical accountability – 'to be All In'. Radical meaning to hold your people to bold outcomes because you are committed to their growth. This requires delegating the right things in the right way that empowers, develops and instills accountability at all levels. Leaders need to have the bird's eye view of the overall strategy and then assist in cascading the strategy down to individual tasks to ensure flawless execution.

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At 1-degree, we believe that leadership is an inside-out journey. The more that leaders can connect with their intuition, the more that there will be integrity in their outward actions. Our passion is helping shape great workplaces and we notice that great workplaces are led by leaders who have integrity and are authentic to who they are and who they are evolving to be.

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*What is your 1-degree shift when it comes to Fearless Leadership?  
If you begin the shift today, what could be the impact?*

## 1-DEGREE VISION

At 1-degree our vision is to help business be the most powerful force for good on our planet. We do that by: helping you to build a clear & differentiated strategy; ensuring your culture accelerates vs sabotages the plan; aligning systems for optimizing performance & efficiency; and shaping your leaders to understand their role in energizing execution.



If you are inspired to be a fearless leader within  
your workplace... email: [info@1-degree.ca](mailto:info@1-degree.ca)

[www.1-degree.ca](http://www.1-degree.ca)