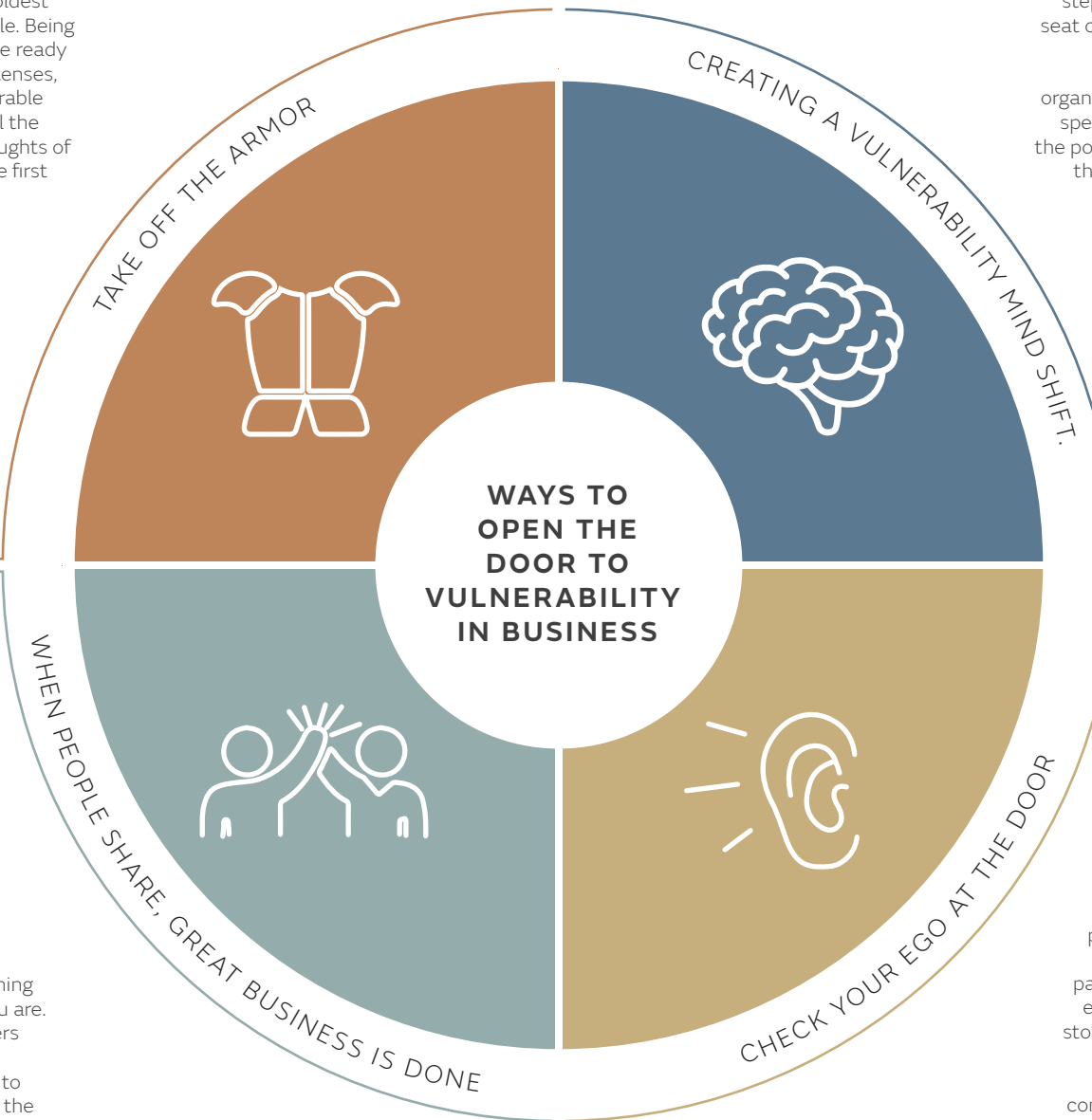


Vulnerability fuels the strongest relationships and can transform performance to help bring more success to an organization. The boldest act of a leader is to be publicly vulnerable. Being vulnerable at work simply means you are ready to take the armor off, put aside any pretenses, and check your ego at the door. A vulnerable leader is comfortable with not having all the answers, engages perspectives and thoughts of their people and does not have to be the first with an idea or the first one to answer.



Start to see the aspirations of the business through the eyes of the people you lead. As you step back and allow others to take the drivers seat of conversations, your people will feel more connected, invested and a deep sense of commitment to the shared vision of the organization. Embrace a new mindset. Given the speed of change, it is critical for leaders to see the power of relationships to collectively achieve the outcome. To build trust, business leaders must lead with a power of transparency, accountability and vulnerability.

Vulnerability is the key to business, opening yourself up and showing people who you are. Vulnerability is hardly a trait many leaders race to embrace, yet it can build deeper relationships, loyalty and enable people to bring their whole selves to work. One of the boldest act of any leader is to be publicly vulnerable to your employees and by extension, to the world.

The most impactful moment a leader can provide is to be - just sit and listen. Leaders need to stop driving the conversation, painting the vision or developing the ideas to execute. Even more than that, leaders must stop answering the tough questions along the way. When you place your ego to the side, you remain engaged and focused on the conversation. You can fully hear and embrace your people's ideas. When your ego rears its head, and it will, remind yourself that it is not about you but the people around you.