



Daring leadership™ What it is and why it matters

Daring leadership™ is about the courage to show up, be seen and live brave at the workplace. It is about vulnerability and about being mindful and resilient in responding to situations that trigger us. Often we hold back valuable thoughts and feelings: *Shall I share this idea or this reservation with my team, or shall I keep quite, as I am not entirely sure and certain about it?* If we self-censor in this way, our organisation misses out on our analytical and intuitive wisdom. If people lead with authenticity at the work place, they create the basis for increased sharing, connection, creativity, innovation and readiness for change, which are critical success factors in the knowledge society of the 21st century.

Daring leadership™ is a choice for wholeheartedness, knowing that this does not guarantee immediate success, but that it is the key to opening the door to the best possible collaboration, the best possible society, and the best possible results.

The Daring Way™

The Daring Way™ is a red thread in my training courses, advisory services and coaching practice. It is a method based on research by **Brené Brown**, who broke through with her TED-talk *The power of vulnerability*. In the Daring Way™ training we explore themes such as courage, vulnerability, empathy, shame and authenticity, typically in a three-day programme. I am certified in this work and tailor it to professional settings and to personal relations. Upcoming open-entry event (in English):

Daring leadership™ training, 10-12 October in Wageningen, NL

Visit www.thedaringway.com or www.ziji.nl to register.



Daring organisations™

Many organisations have taken an interest in Brené Brown's work, including the **Bill and Melinda Gates Foundation**, **Google**, **Stanford University Business School**, **at&t**, **US Army**, and the **International Coach Federation**, to name really just a few. In the Netherlands prominent advisory organisations, such as **Schouten & Nelissen** and **De Baak**, offer services inspired by the Daring Way™, though none of their facilitators are trained and certified by Brené Brown.

Ziji's vision on leadership

In my professional career leadership development and organisational culture are key. If a leader is connected to himself and detects his true goals, he or she can lead others with courage and inspiration. At a basic level the question is whether the leader recognises and trusts his own goodness, so that he can be authentic. By extension the question is whether he recognises the goodness of his clients and staff, so that he creates possibilities rather than aims to control. The question is whether he values and smartly trusts the wisdom of people, rather than that he tries to overcome their uniqueness. Like a family, a team or organisation can then feel mutually connected. It will detect and achieve inspiring, true goals, at lower costs.

Of course leadership is also about alone-ness - about the courage to take possibly unpopular decisions congruent with values and beliefs. It is also about confronting and maintaining standards. Yet even then the basic attitude can be one of connection; connection with true goals and connection with brilliant people.

In training and advisory work I pay attention to perceptions, convictions and attitudes. For many clients that is a challenge - they would immediately like to focus on skills. That is then my challenge. I work with care with fear or skepticism, yet (just like the client) I want to achieve true goals. With skills only that doesn't happen.



Support services: Coaching

I offer coaching to organisations (business coaching, executive coaching) and to private individuals (life coaching).

An example

Via the past fresh in the present, via home fresh at the work place

I coached a client in Asia. Her employer intended to fire her, if the conflicts she was involved in would not subside quickly. My client strongly disagreed with some perceptions regarding her stake in these conflicts, but she was motivated to work with me. We looked at her communications (her emails and her involvement in meetings) and discovered where she triggered irritation. We found how she could communicate the same ideas, but with less chance of conflict and escalation. Thus she learned to better achieve her work goals.

But we also took another step. What touched her so deeply and what gave her the impulse to communicate with a sting? And her strong sense and sensitivity for unfairness – where did she know them from? Through an exercise we came to very early experiences. By paying attention to her old wounds, something healed in her. Consequently, like snowflakes before the sun, her patterns changed. Patterns that had made her react stronger than the situation called for, and which had resulted in others fearing her. Our work made it natural to be free and effective. Now she did not merely know communication tricks, but felt renewed inner peace and freedom – her own pain and her inclination to hurt others fell away.

Facilitating such a journey inspires me, as it brings out brilliance. Sometimes the path is via the past, sometimes it is via our home and often it is via a tear. Whatever presents itself – I'm pleased to provide it the space it needs to unfold. Shall we have a look?



Ziji leadership & coaching

Bringing out *brilliance*

About me

I have travelled extensively: 15 years I lived and worked in Bhutan, Albania, Nepal and Vietnam. And I did assignments in another 20 countries. Now I am back home, in the Netherlands. I love to guide and support people on their circumaviation to finally arrive home.



I am an engineer and followed courses in systemic work (family constellations), NLP, transactional analysis (with Phoenix, Utrecht), meditation (with Shambhala), non-violent communication and the Daring Way™ (with Brené Brown, USA).



Contact and further information

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Professional services

- Daring leadership™ training
- Daring organisations™ advise
- Business coaching
- Non violent communication
- Values and trust

Personal services

- Life coaching
- Daring way™ groups
- Daring love™ training
- Writing from the heart
- Family constellations