Six Foundations of Trustworthy Leadership

In the Courage & Renewal Academy for Leaders we experience and practice these six foundations:

1. **Clarifying purpose and integrity through an ongoing inner journey**
   Effective leadership hinges on your ability as a leader to know your own values, to remain present to your context and colleagues, and to resist the impulse to grow distant or disconnect. The Academy provides a hospitable yet demanding space for disciplined reflection around core values and vocational and leadership aspirations.

2. **Applying deep listening and asking honest, open questions**
   All people yearn to be heard. Leaders and organizations benefit from practicing a disciplined approach to listening. Open and honest questions help surface human resourcefulness and foster a sense of community with colleagues in service of worthy goals. In the Academy, we emphasize the importance of speaking from each person’s unique vantage point and the enduring power of listening.

3. **Holding paradox and tensions in the face of complexity and uncertainty**
   The daily life of a leader is accelerated, fragmented and filled with unsettling tensions. Leading with integrity requires learning to manage these tensions by working creatively with paradox—the both/and nature of most profound challenges. The Academy helps leaders hold tensions as constructive forces for meaningful change and strengthens their capacities to help others discover creative potential hidden within daunting realities.

4. **Building trustworthy relationships in communities and organizations**
   When work gets heated, positions polarize and people feel vulnerable, leaders must read the emotional currents and help others contribute constructively. Good leaders create cultures in which conflict and anxiety are honestly acknowledged on the path toward meaningful change. Circle of Trust® principles and practices are at the heart of the Academy. You’ll participate in a learning community that fosters honest conversations and develops trustworthy relationships.

5. **Appreciating the value of “otherness”**
   Each person we work with brings unique gifts, perspectives and life experience. This diversity can be a source of strength, richness and wisdom for our organizations and communities. The capacity to welcome and make space for diverse voices and perspectives is integral to organizational learning and trust building.

6. **Growth through seasons of personal, professional, and organizational change**
   Over time, stress, pressure and uncertainties can grind leaders down. Leaders must develop intentional processes to discover opportunities for change and renewal that lie hidden within the inevitable challenges that fill the arc of a career. The Academy is built on the understanding that leadership is a very human journey with natural seasons and cycles of discovery, challenge and growth.

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The Academy for Leaders is a six-month, two-retreat program for experienced organizational and community leaders from diverse professions to develop practices that support wholehearted, sustainable leadership. Coming to Minneapolis (April 2017) and Southern CA (November 2017). Learn more at www.CourageRenewal.org