

**SCCE Virtual Alaska
Regional Conference
February 23, 2023**

**Vulnerability is Crucial to
the Algorithm of Good
Leadership**

■
McCeil Johnson, J.D. and Elizabeth McDuffie, Esq

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Agenda

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**Vulnerability as a Crucial
aspect of the Algorithm of
Good Leadership:**

**Leadership-What Are the
Characteristics of a Good
Leader?**

**Vulnerability-What Role Does
Vulnerability Play in Good
Leadership?**

**Algorithm-How Does This
Apply to Good Leadership?**

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Meet McCeil Johnson

Hailing from Des Moines, Iowa, Johnson completed her education at the University of Iowa, where she earned a Bachelor's degree and a Master's degree and completed her Juris Doctorate at the University of Iowa College of Law. In her current role as University of Phoenix's vice president, Accreditation & Regulatory Compliance, Johnson provides leadership and management for the University's institutional and college-specific accreditation and regulatory initiatives, including institutional, programmatic, state boards, and other regulatory functions. Johnson accepted an appointment to the University of Iowa College of Law Alumni Diversity, Equity and Inclusion (DEI) Council.



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Meet Liz McDuffie

Elizabeth McDuffie is a former practicing attorney. She practiced law for over 20 years with a focus on employment law and employee benefits. During her career she was a presenter at various seminars focused on assisting human resource professionals with employment law and employee benefit issues.

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VULNERABILITY

CHARACTERISTICS OF A GOOD LEADER VULNERABILITY

<p>Truthful/ Understandable Collaborative/Good Listener Strategic/Decision maker Accountable/Communicator</p>	<p>Flexible Inspirational Consistent Persuasive</p>
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Vulnerability---What role does vulnerability play in good leadership:

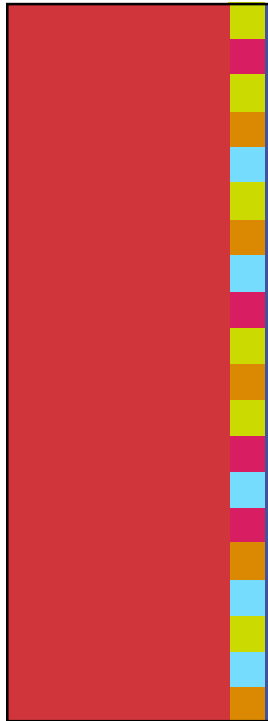
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It is the ability to express who you really are in words and behavior. Authentic. Taking responsibility when appropriate.

Not being weak or submissive. Admitting things that are true.

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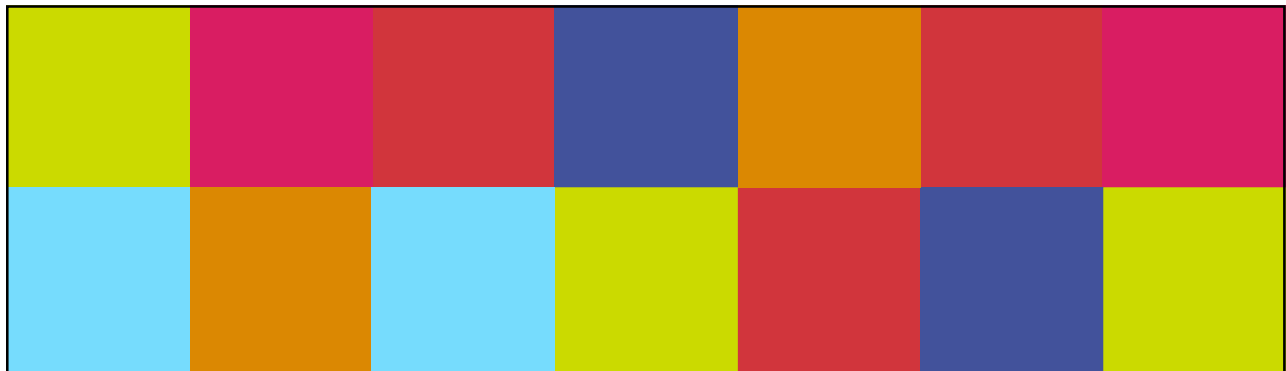


Vulnerability---What role does vulnerability play in good leadership:

Vulnerability is not a **Weakness**, and the uncertainty, risk, and emotional exposure we face every day are not optional. Brené Brown. Our willingness to own and engage with our vulnerability determines the depth of our **Courage** and the clarity of our purpose; the level to which we protect ourselves from being vulnerable is a measure of our fear and **Disconnection**. Brené Brown

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What is an Algorithm?

Algorithm- logical procedures that ensure that you get where **YOU** are trying to go. They tend to be thorough, carefully designed and complete. They include logical steps and decision points, allowing every element of a procedure to be considered.

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What is an Algorithm?

Algorithm- a process or set of rules to be followed in problem-solving calculations. Think recipe.

Good Leaders think of the process of becoming a Good Leader. Imagine Synchronized Swimming.

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Key Elements of Building a Good Team:

- Trust
- Conflict
- Commitment
- Accountability
- Results

From Patrick Lencioni

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Good Leaders Lead With Empathy and an Eye on Our Own Imperfect Selves

Brené Brown states, a perfectionist work culture is a clear sign that shame and blame are at work. Perfectionism is harmful because it's outward-focused, dwelling on what other people think, rather than being inwardly focused on a healthy striving for excellence.

Instead, we need to hold each other accountable in a respectful way. We take thoughtful risks, learn from our mistakes, talk openly about them, and embed these habits in the culture. "We make mistakes because we're human. We talk about it openly because we're brave," says Brené Brown.

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Case Study: Dawn Staley

Dawn is currently the Coach of the Women's Basketball Team for the University of South Carolina. As a player, she was an Olympic Medalist and National Player of the Year. Dawn has also been a successful coach. She won an Olympic Gold Medal as a coach and the NCAA Championship in 2017 and 2022.



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Case Study: Dawn Staley



- Coach Staley transformed the program at South Carolina from one that did not consistently win into one that is now recognized as the current National Championship Team.
- Carolyn Peck, a coach at Purdue gave Dawn Staley a piece of her basketball net in 2015 from her team's Championship at Purdue in 1999.

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Dawn has been active and vocal in advocating for equal pay for female coaches.

In 2021, Coach Staley gave every female coach of color a piece of the net from the 2017 Championship game. The net was used to encourage the coaches to reach the top.

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Dawn's Legacy

Felisha Legette-Jack
 Shereka Wright
 Yolett McPhee-McCuin
 Kyra Elzy
 Amaka Agugua-Hamilton
 Tomekia Reid
 Ty Grace
 Natasha Adair
 Adia Barnes
 Joni Taylor
 Dawn Staley
 Niele Ivey




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Dawn's Legacy

Case Study: Coach Mike Tomlin

Coach of the Pittsburgh Steelers Football Team.

Mike Tomlin was hired by the Pittsburgh Steelers on January 27, 2007, as the head coach. He had previously been the defensive coach for the Tampa Bay Buccaneers and Minnesota Vikings.



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Vulnerability---What role does vulnerability play in good leadership:


Mike Tomlin was 34 years old and one of the youngest head coaches in the National Football League at the time. He won a Super Bowl 2 years later in a game against the Arizona Cardinals.

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Leaning Into Hard Conversations With Grace

Mike Tomlin remained the coach of the Steelers for 16 seasons. During those 16 seasons the Pittsburgh Steelers never had a losing season. His overall record is 163-93-2.

Coach Tomlin has led the Steelers to Two (2) Super Bowls during his tenure.



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Case Study: Coach Tomlin



- Coach Tomlin is known to conduct interesting press conferences with great quotes. Often Coach Tomlin speaks about his role as the leader of the Steelers and his approach with the players.

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In an interview with Rich Eisen in 2022, Coach Tomlin was asked about his reputation as a player's coach and stated: I have a bunch of individual relationships. I don't try to treat people the same. That's an impossibility. I try to treat people the way they deserve to be treated. So, I have a bunch of individual relationships and it's something to manage.



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In a 2022 interview on the podcast The Pivot, he stated the following in reference to being a leader:

You can't do ordinary stuff and expect unique results (when speaking about creating relationships with his players). He also stated when creating relationships: A leader has to be vulnerable, open, open to intimacy, and able to discuss his successes and his failures.



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Coach Tomlin stated he has to let his players see him and help his players with every aspect of their lives, football and otherwise.

Coach Tomlin stated that somebody has to be all in for everyone to be all in and when you are in a position of leadership you should own that initial component.

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Case Study: Coach Tomlin



Coach Tomlin stated in a 2023 press conference: We are singularly focused. We don't prepare for failure (when asked questions about off-season decisions he conveyed that he does not think about the off-season until his team is eliminated). I'm paid to do tricky (when asked whether it is tough to evaluate a coach because the coach worked with inexperienced players).

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Leaning Into Hard Conversations With Grace

You cannot just expect people to know how to have hard conversations; you have to actively teach them how to do it. (See one, Do one, Teach one).

Brené Brown says, Learning new things inevitably involves messing up and making mistakes, and so daring leadership doesn't avoid this reality but puts systems in place to deal with mistakes without shame.



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Leaning Into Hard Conversations With Grace

We must find “Gracious Space” to normalize and model good leadership when things do not go, as planned.

Remember the characteristics of a good leader and be truthful, collaborative, employ good listening skills, and communicate well.

Communication is Key to Good Leadership



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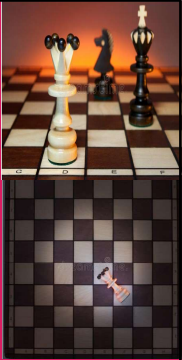
Vulnerability

Can you share an example of when you were vulnerable, as a leader?


Leadership Example One

Leadership Example Two

Please share examples in the chat





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Sometimes the bravest and most important thing you can do is just show up.

Brené Brown










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THANK YOU FOR JOINING US







Listen to people and learn what they need



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