MANAGERIAL COURAGE

Managers are in the middle. No two ways about it. It can be hard. You may find yourself out of alignment with your manager or your team. You may be trying to figure out loyalties to your manager or your team. But every time, you should lead with UAB values. In the words of Warren Bennis, an American organization consultant, author, and the father of leadership studies, “a manager does things right, and a leader does the right thing.”

If you feel out of alignment or unsure about an issue, consider the following:

1. **UAB Values.** As you face an issue, how you do what you do defines the culture of your team and plays a part in leaving your legacy. You will want to courageously lead with integrity, respect, inclusion, collaboration, stewardship, and accountability. Ask yourself, “how will I live out these values as I take my next step?”
2. **If not you, who?** Managers are in a unique position to implement, further change, and give feedback. Instead of telling yourself, “I should speak up,” try, “I would like to get better at speaking up, and I’ll start now.”
3. **Are you all in?** Look at the situation with fresh eyes. Remember when you were new, and all things were possible? If the honeymoon of your job has ended, find a way to bring back the spark and learn something new. Maybe try something new or try something again. An idea you had three years ago but couldn’t get buy-in on may be a great idea today. Try again.

**THIS WEEK’S CHALLENGE:**

1. Have a conversation you’ve been putting off (feedback, moving something forward, etc.)
2. Present an idea you’ve been thinking about
3. Say no to something so that you can say yes to something more important

**KEEP ON LEARNING**

- Read Harvard Business Review’s [Great Leaders Are Confident, Connected, Committed, and Courageous](https://harvardbusinessreview.org) by Peter Bregman
- Read Forbes [10 Traits of Courageous Leaders](https://www.forbes.com) by Susan Tardanico
- Read [Dare to Lead](https://www.breenebrown.com) by Brown, Brene, 2018