

Midland Network Day – 3rd May 2007
Notes from Group Courage sessions

Group	Courage – What is it?	Courage – Develop it
1	Confidence, Ownership, Honesty, Understanding, Respect, Reflection, Risk Management, Responsibility, Resilience, Advancing without certainty, Grow & Develop, Experience	Willing to learn from mistakes, consultation, self belief, accessing others, belief of others, mentoring, admit mistakes, strength from others
2	Feeling comfortable about being uncomfortable, being true to value based principles, stepping outside comfort zone, doing our homework, politically savvy, strength & determination to do what is right/required, feeling the fear and doing it anyway, don't sweat the small stuff, taking the first step, don't assume a courageous decision will be the wrong one, having a dream and going for it, being able to justify what we've done	Mentor, support, identify blocks/fears, self-confidence, self awareness, self belief, self determination
3	Action in the face of adversity, willingness to stand up/out, Doing the right thing, Choice – choosing to do / having to do, Knowledge of possible consequences, Believe in the outcome	Doing it / practice, Opportunities/Success, role models, learning from mistakes, create opportunities to grow
4	Being prepared to stand up for something in the face of disapproval from others, being honest, standing alone, being prepared to share ideas, being prepared to take risks & go into the unknown, rising above personal agendas, being clear in beliefs, being prepared to change, being self-reflective, facing what we don't like about ourselves and being willing to change, paying a personal price for decisions	Lead by example, good support, mentoring, role modeling, education, understanding where you are at present and where you want to be, making time to practice and fail and practice again in a safe environment, start on small things.
5	Honesty – being true to yourself, speaking up, willingness to be wrong, taking risks (calculated and non-calculated, trail blazing, having a sense of who you are, doing - taking action, speaking your truth, clear thinking & articulate in communication, making decisions which may be controversial, accepts being proven wrong, ability to manage conflict, allowing healthy conflict.	Safe environment which encourages open discussion, inviting opposing views, listening, providing respectful honest & trusting environment, allow people to make mistakes & learn from them, reward courage and acknowledge it, encourage professional supervision, recruit staff with values which match the organization.
6	Being true to what you believe is right, honesty, upfront, confidence to follow the right course, happy to move outside your comfort zone & in doing so pushing your boundaries, take the risk to do what is right & accept that there is a risk of failure.	Taking the plunge, practice, trial & error, experience, training, thinking through decisions, determining your values, knowing who the audience is, knowing when revolution is required rather than evolution.

7	<p>Energy, drive & integrity Making tough decisions (at the right time) Patience, trust Stepping forward, bravery Courage of convictions, Convincing, seek truth & cope with consequences</p>	<p>Experience – trial and error Coaching & mentoring Internal values Autonomy Failure – trying again. Allowed to fail. Understanding team/ faith in it / self Confidence, solidarity, common sense, communication</p>
8	<p>Believing in ourselves, trailblazing, vision, willingness to accept the consequences, ownership, goal, hope, taking risk – balanced / logical, strength</p>	<p>Wisdom, experience, strategy, reflection</p>