

Confidence-Building Gained by Taking Risks

Example from Denise Dampierre, application to professional life

Lessons Learned from Successful Outcomes	Lessons Learned from Mistakes
<p>Situation: Turn-around of low performing team with longstanding political tensions that had withstood previous management changes.</p> <p>Result: Changed the leadership, helped reposition departing folk, ramped up new team, transitioned to successors from new team.</p>	<p>Situation: Technology start-up of a mobile app for parents to resolve challenges with children while staying positively connected with them.</p> <p>Result: Developed and tested prototype and pitched to incubators. Did not secure product-market fit. Pivoting to work-life balance workshops.</p>
<p>Insights from the challenge:</p> <ul style="list-style-type: none"> - Change is tough; there will be resistance. Focus on long-term goals helps overcome short-term friction. - Success is not a straight path. When a strategy falls short, tweak it and try again. - Enjoy the people. Even the challenging folk have something positive. - Keep connecting. Winning with enemies means winning them over. - With critique, focus on facts. Not individuals. - Talk and live the vision. Re-orient disagreement towards the common goal. - By not trying to be liked, I became appreciated! Go figure. Being genuine. 	<p>Insights from the challenge:</p> <ul style="list-style-type: none"> - There were three types of reactions. <ol style="list-style-type: none"> 1. It won't work 2. It will surely work 3. It could work under ____ conditions Listen to these guys. - When people told me I'm wrong, I stopped listening to them. Instead, explore with open ended questions. If they don't want to answer, move on. - Show up. Dress up. Speak up. (Compete. Present. Pitch.) I got to pitch at Harvard Business School NVC and Viva Tech!!!! What a confidence booster. - My company reached the second rounds before getting cut. I have good ideas. In a team, I add value. - If you can't build a team, you don't have a market. Team members are the first buyers.
<p>Take away from this exercise:</p> <p>This exercise helped me step back and notice that I lost some pride (probably a good thing), my network grew, and I gained assurance, adaptability, and resilience THANKS to my failures! Not bad.</p> <p>I also notice how my success came from not worrying about my performance (!) but by focusing on and involving others in our common goal.</p>	