



# VULNERABILITY

## Sense & Senses



# Agenda

1. What is vulnerability?
2. Myths of vulnerability
3. What does it mean for you?
  - as a coach
  - as a coach when you look at your coachee from the lens of vulnerability
4. Vulnerability and Leadership (your coachees)
5. Differentiation of vulnerability between sexes

# Session Takeaways

Learn more about:

- Vulnerability
- the 4 myths of vulnerability
- integrate this learning into your coaching by looking at the coachee's actions through the lens of vulnerability

**be a better and authentic coach and person**



# Let's agree

1. What is said in the room stays in this room
2. Honor diverse points of view and be open to new ideas
3. Be present and participate
4. Ask any questions during the session  
(Take ownership for your own learning)
5. Silence your phone

Have fun while learning



# Short brief about myself

Born in China, grew up in Shanghai and Hong Kong

Educated in Hong Kong, UK, United States

- BS Columbia University/USF (Engr./Math.) - US
- MBA Carnegie Mellon - US
- Graduate Studies Banking - Univ. of Virginia -US

Worked in United States, Middle East and Asia – 25 years banking

- CEO of Gulf Bank, Kuwait – 2<sup>nd</sup> largest bank (1200 people)
- COO of RHB Bank Malaysia – 4<sup>th</sup> largest bank ( > 6000 people)
- Asia Regional Head - National Australia Bank and AIG
- Executive Management Citibank – US and Saudi Arabia

Certified Master Coach

- Clients from major MNCs in China, HK, Taiwan, Singapore, Malaysia, India, Thailand, Korea, Philippines and Saudi Arabia.
- Coached >300 senior executives and >4000 1-1 coaching hours

Train and Certify coaches and its clients

*Enjoyed and Loving Coaching Ever Since 😊*



# Let's start

## 1<sup>st</sup> Exercise

In Groups of 4, take a Selfie

# Exercise 1

Tell each other what do you see?

- Positive
- Negative
- What you are afraid of other people seeing?

**Passionate**

**Beautiful**

**Hard working**

**Fat**

**Confident**

**Charitable**

**Too Short**

**Not Creative**

**Trustworthy**

**Sincere**

**FORGIVING**

**Timid**

**Caring**



# Vulnerability

Is what you are afraid of  
other people seeing

# Definition of Vulnerability

- ◆ UNCERTAINTY
- ◆ RISK
- ◆ EMOTIONAL EXPOSURE



# Group Discussion

Myth #1: Vulnerability is weakness.

Myth #2: I can opt out of vulnerability.

Myth #3: Vulnerability is over sharing.

Myth #4: I can go it alone.

# Myths of Vulnerability

Myth #1: Vulnerability is weakness.

**Myth #1: Vulnerability is weakness.**

Vulnerability actually is courage!

# **Myth #1: Vulnerability is weakness.**

The paradox is:

In you, vulnerability looks like courage;

In me, vulnerability feels like weakness.

# Myths of Vulnerability

Myth #2: I can opt out of vulnerability.

# Myth #2: I can opt out of vulnerability

- Being alive is to be vulnerable.
- You can't avoid these  
because it's how we are built!



# Myths of Vulnerability

Myth #3: Vulnerability is over sharing.

## **Myth #3: Vulnerability is over sharing.**

Oversharing often disconnects  
or connects superficially.

Vulnerability is sharing with the intention  
to connect.

It is about trust, intimacy, and connection.

# Myths of Vulnerability

Myth #4: I can go it alone.

## **Myth #4: I can go it alone**

We romanticize the idea that we can do  
vulnerability alone.

The point is to connect.

# Role Plays

(through the lens of vulnerability)

1. *The coachee is very quiet and normally stays in the background. In order for him to be promoted, he need to be more participative and vocal*
1. *The coachee needs to better manage his time as he often goes out of his way to help his staff and peers*
1. *The coachee does everything himself and does not delegate*

## Rehearsal Directions

(1 Coach, 1 Coachee, 1 observer/leader/time Keeper)

Each round 20 minutes

Total 60 minutes

1. **In Groups of 3.**
2. Select **roles** (Coach, Coachee, observer/leader/time keeper).
3. Conduct the **rehearsal. (10 MINUTES)**
4. The Observer/Leader/Time Keeper will watch and write notes and will keep time and debrief as below **(10 MINUTES)**
5. Debrief after the rehearsal in the following order: **Coach, Coachee, Observer** – 10 minutes by the Observer
  - **Coach (face the Observer)** - What worked? What else? What else? What else? Where did you struggle or get stuck? What would you change?
  - **Coachee(face the Observer)** - What questions caused you to think and move forward? What did the coach do well? What else? What else?...Was it effective?
  - **Observer-** What worked well for the coach? What could the coach have done differently?
  - **ALL** - What insights did you gain?
7. **Change roles** so that everyone has the opportunity to experience each role.

Debrief

# Group discussion

1. As a person,  
how would vulnerability impact your life?
2. As a coach,  
how would vulnerability play a part in coaching?
3. What happens  
when you coach your coachee  
through the lens of vulnerability?



# Vulnerability and Leadership

*A leader is defined as one responsible or accountable for finding potential in people or processes. We have to model that behavior.*

*If we want people to come to us and say **“Hey, I don’t really understand this and I want to understand it, I need some help,”***

*We have to model taking risks and failing.*

# Vulnerability and Leadership

Contrary to the myth of the “*all-knowing-all-powerful*” leader, inspired leadership accepts vulnerability:

## **Do we have the courage to**

- show up
- take risks
- own our mistakes
- be seen
- ask for help
- learn from failure

**\*\* Can we support the people around us in doing the same?**

# Vulnerability between sexes

What is the difference between  
men and women?

# Vulnerability between sexes

## **Women: shame triggers like**

- Do it all
- Do it perfectly
- Look beautiful

→>> to be vulnerable is to see  
yourself being imperfect

**Men: don't be perceived as weak**

It's all about worthiness – **I Am Enough**

If men tie worthiness to what they accomplish then

- They don't ask for help
- Hard time in delegating
- Can't see failure as opportunities to learn

# Motivation behind Vulnerability

Why are you doing this?

Practicing or Using



# Video by Brenee

# VULNERABILITY

## Sense & Senses





# On critics

“It is not the critic who counts. ... The credit belongs to the man who is actually in the arena; whose face is marred by the dust and sweat and blood; who strives valiantly ... who, at worst, if he fails, at least fails while daring greatly; so that his place shall never be with those cold and timid souls who know neither victory or defeat.”

Theodore Roosevelt

# QUESTIONS