

0:06

So I got an

0:18

email last week from the conference organizer take good news

0:22

you're going after Van Jones and I got him

0:27

alternate universe is it a good thing follow me

0:31

and then I remembered I'm here to talk now courage

0:34

our ability to act from our hearts basic here

0:39

and courage as a skilled we can build

0:43

thank you for this tremendous opportunity

0:47

to practice first let's take a look at

0:51

would have liked look like without courage yen on fraud is this story a

0:56

synergistic corruption there are supposed to be checks and balances in

1:00

the system

1:01

lawyers are supposed to say no the unconscious supposed to say no

1:05

the bankers are supposed to say no but no one who was supposed to say no said

1:10

now

1:10

so has anything changed in the last two years in please raise your hand when

1:15

you've had enough

1:25

yeah me too and it doesn't have to be this way

1:28

one of the people in these circumstances

1:32

had the courage skills to act on their values

1:35

in the face appear I met a man who did

1:38

in exactly one circumstances will call him ted

1:42

he found an illegal trading ring in here Department any didn't know what to do

1:48

so he did not and the days passed

1:51

and just built he decided he would have to quit

1:54

he confided in a friend in another department

1:59

and friends said to him if you went into the system

2:02

could you find the program yes his friend said

2:08

when you have mutually and what Kate said

2:11

he was reminded of who he was and his palms

2:16

im reflected so he came forward in

2:20

just prevail I had my own family experience with her

2:25

situations I was working for company

2:28

and I found out the CEO was doing something unethical and illegal

2:32

to I call the meeting with my boss fearful

2:36

his other two reports in scenario that much shockingly like the stock photo

2:42

and went to deliver the news and I knew he would struggle

2:47

mother was very ethically driven man the CEOs also good friend his

2:53

sale I delivered the news and he looked at me said

2:57

I think we should do some more research and give it a little time

3:02

I wasn't dumbstruck by the answer

3:05

that everything went into slow motion like it did when I was a kid playing

3:08

soccer

3:09

and I looked around in everyone

3:12

has their head down wrist truly 9

3:16

and I was super plaques I

3:20

know these people they're good people and

3:23

the last thing you want to do is put more time between when you now

3:27

and when you say circumstance like this soon

3:33

I was confused but hummingbird the story from me

3:38

then my cock process goes to you you we don't

3:42

PBD

3:46

had and I was given a gift

3:51

the CF room per minute

3:55

in that moment I remembered this is what happens

4:00

this man hired me because he believed in me

4:04

he believed I would do my job and act on our shared values

4:09

when it was hard so he came back into the room

4:13

I step back in the time said which board

4:17

pies M

4:20

me and he nodded needed

4:24

but when I will never forget is good

4:27

I am and we all

4:30

vulnerable the situation all the time

4:34

it's just an actual human wiring this from our founder

4:39

doctor feels and burn em found this out 1971 when he conducted

4:44

famous Stanford Prison Experiment fictional even the most

4:48

the cool and compassionate among us can he's really care about in the face of

4:52

challenging

4:53

situation and will make you raise your hands for this one

4:56

but think back over the last six months how many view

5:00

been situation by some lunch

5:03

or she Heath befuddled

5:08

this are often together and you

5:11

and no one out did anything its natural natural human tendency to be a bystander

5:19

to follow leader or group that we know is doing something wrong

5:23

percent acceptance percent security the good news is

5:29

we get keys on

5:34

but first its even

5:38

harder for us in business to do the right thing

5:42

research into Harvard on ethical fading

5:45

shows that when focused an operational objectives

5:49

any pressure on time something the ethical implications and her axe

5:54

will fade from our minds pay attention

5:58

people say this is business find out with them

6:02

anything now the good news is

6:05

we get cheers on

6:09

between stimulus in response there is a space

6:13

and our work is about using that space

6:17

to get nasty reconnect to our values to our hearts to our natural

6:22

wisdom act courageously kids in our program call it the magic part button

6:30

the way we do you something called social fitness training

6:34

was developed over 25 years by doctor when Henderson

6:38

and a great news is with practice we can actually

6:41

retrain your brain override natural fear response

6:45

to act consistently from on our values in the face

6:49

here start to think that

6:52

key aspects of her work to remember start recognizing patterns

6:56

where you stand up easily and were you not when she know your patterns

7:02

practice situation that scare you we call them special flight simulation

7:07

and just like with pilots if you practice with some level

7:10

fear it creates the muscle memory so that when the actual moment arises

7:16

you can act in the way practiced you start to use that shot

7:20

here adrenaline as you cue from mindful action

7:24

purses avoiding in neuroscience they call it prime in the brain

7:31

so how do we find studies at courageous corporate cultures

7:35

become a pattern interrupter start in rapture on patterns

7:40

create your own pas by created for your team's

7:43

in your organization I think we

7:46

we can all agree we look at that challenges facing our economic system

7:50

our political system in the world at large

7:53

we're gonna need a bigger part when I also know

7:57

work is that we're all born being made capacity for courage

8:02

it choice when I helpful army

8:07

thank you

8:15

on

8:20

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