How might we design curious leaders and cultivate cultures to drive innovative results?

Brian Sano
Director of Organizational Health
U.S. Department of State
Office of the Inspector General
In September 1609, Henry Hudson, sailing in the “Half Moon,” discovered the Hudson River.
Henry Hudson
“The 3 C’s”

Leading with curiosity

Leading with communication

Leading with culture
Leading with Curiosity
A Creative Person?
Innovation

Creativity

Curiosity
You H.A.V.E. leadership
Humble
Authentic
Vulnerable
Vulnerable
Empathy
Leading with communication
What do you think?
What if...?
How might we...?
Why?
Why?
Why?
Why?
Why?
Leading with culture
“Culture eats strategy for breakfast.”
- Peter Drucker
Culture: Visible and Invisible
Psychological safety is a shared belief that the team is safe for interpersonal risk taking.”
- Amy Edmonson
Rituals
Curiosity Award
Vulnerability Award
Failure Award
Henry Hudson
Leaders?
Leadership

vs.

Management
Givers
If you want to build a ship, don’t start by commanding people to gather wood, divide the work, and assign tasks. Instead, invite them to yearn for the endless immensity of the sea.

- Antoine de St-Exupéry