



THE BRAVEST PATH

Welcome to the latest newsletter from The Bravest Path

A courage building consultancy focused on smart risk-taking and brave leadership.

In this issue:

What can you do to help people speak up?



Given the current guidance from NHS England it's more important than ever that trusts create "healthy and supporting cultures where everyone feels safe to speak up".

But how can we do that? What is needed from an organisational and individual perspective to help build the culture, courage, and skills to do so?

Last week we hosted clinicians from across the NHS at our Courage to Speak Up webinar, where 65% of clinicians reported they hold back from speaking up because of a fear of consequences and repercussions, and 42% reported they didn't know HOW to do so in a way that was productive.

3 ways to enable a speaking up culture:

1. Design systems that support the people speaking up, not just people hearing the message

Create opportunities for in person communication, and don't inhibit other forms such as written language, or small groups. By creating an environment where everyone feels

safe to express themselves in a manner that suits them best, we invite richer, truly collaborative dialogues, leading to greater success as well as improved equity.

Co-creating systems and processes where we include all voices and preferences for communication maximise the chances of hearing what's really going on.

2. Cultivate openness through practising empathy

When people feel seen, heard, and valued, we build connection and safety. Ask open questions to cultivate curiosity and model vulnerability rather than defensiveness. Listening with the intent to understand rather than to respond helps encourage greater dialogue and understanding to learn more about the challenges.

3. Normalise speaking up through courage-building development

When people understand and normalise the fears associated with speaking up, they are more likely to take action. Knowing they are not alone in their worries and learning the language to hold people to account without blaming is key to collaborative communication. We all find speaking up hard at times, and sharing tools to do so helps move us forward where this courage can be contagious and a catalyst for change.

On our last Braver than Before a whopping **75% of participants agreed they are more likely to speak up** as a result of attending this programme.

LEARN ABOUT CLINICIANS EXPERIENCES OF SPEAKING UP
HERE.

Testimonials from our Courage to Speak Up webinar:

"This is a great framework to follow – a tool to support me!"

"This webinar was really inspiring - I need to move away from blame and think about generous assumptions."

"It helped me challenge the stories I make up; I'll use the tool in conversation with a colleague to resolve a conflict."

"I'm going to have a brave conversation now – thank you so much, really great session!"

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[Visit our website](#) to learn more about us and our programmes.

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