
Seminar (II)

Fail Forward

Leading When
Things Go Wrong

Christiane Theiss | HIM Research



Experience is not what happens to a man; it is what a man does with what happens to him.

Aldous Huxley (1932)



**Myth:
Good
leaders do
not make
mistakes**

Part 2

Why failure matters





**There is no innovation and
creativity without failure. Period.**

Brené Brown (2019)

Part 3

Failure in Real Leadership

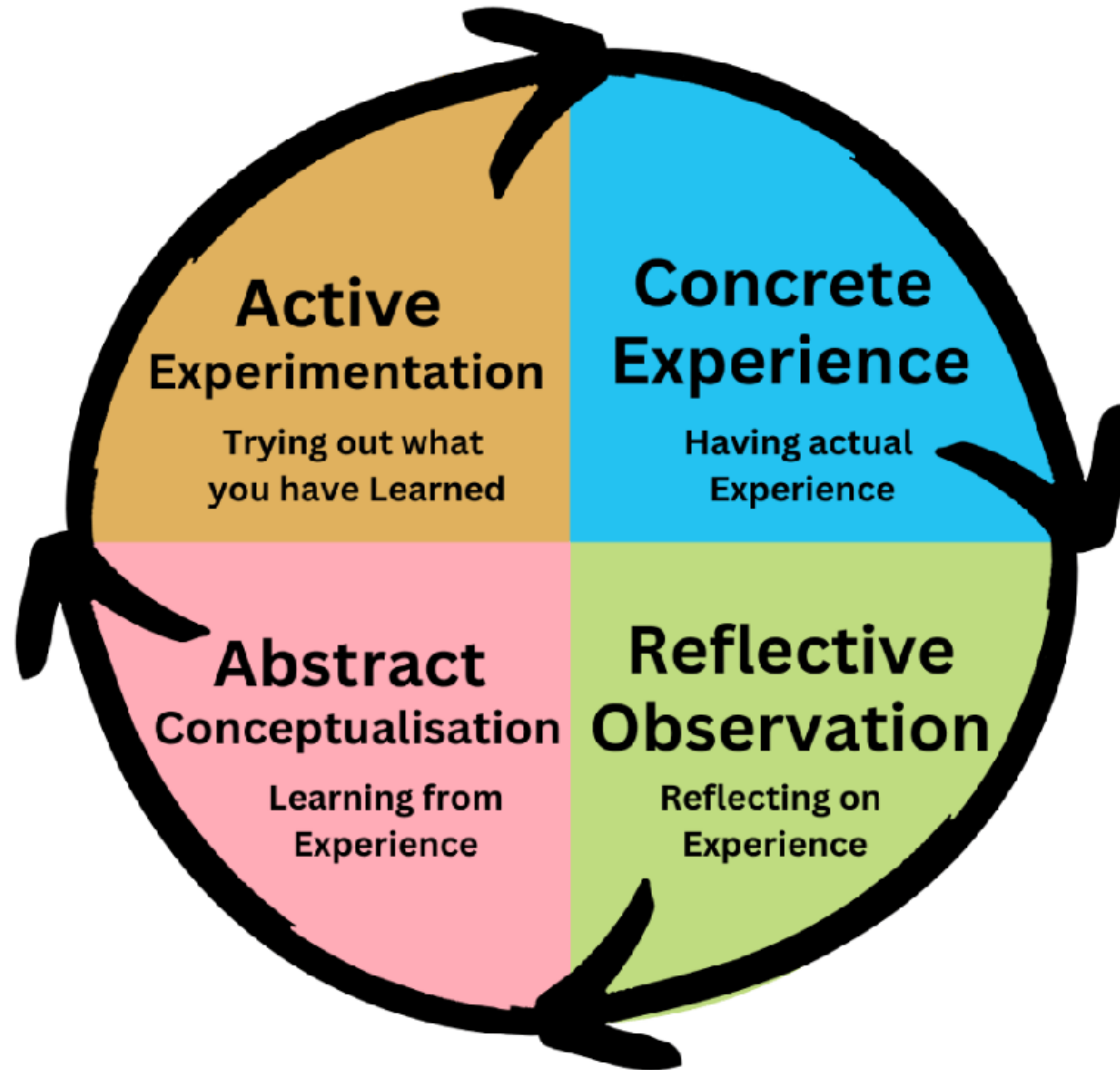


Part 4

Why failure teaches



Kolb's Learning Cycle





**Learning is the process whereby
knowledge is created through the
transformation of experience.**

David Kolb (1988)

Part 5

Leading through failure





“How do I lead others through failure?”



The need for forgiveness



Forgiving ourselves




Forgiving others: leading with truth, grace and accountability

Part 6

The courage to fail forward



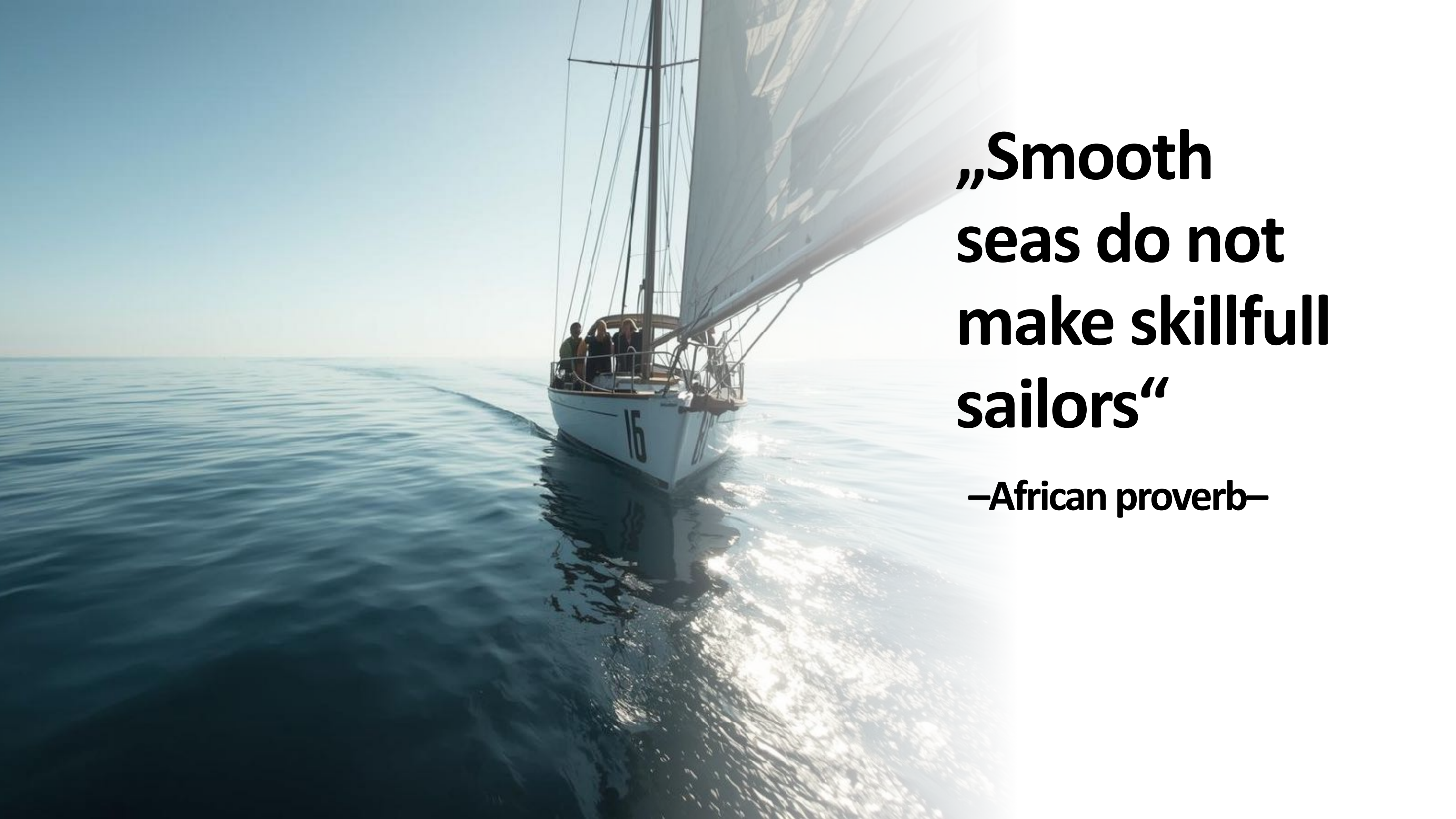
A group of hikers is shown on a rocky trail. In the center, a woman with blonde hair tied up, wearing a maroon jacket, is smiling broadly and holding hands with two other hikers. To her right, a man in a blue jacket is also holding her hand. In the background, another hiker in a blue jacket is visible, and the scene is set against a backdrop of rocks and a bright, hazy sky. The overall mood is one of teamwork and accomplishment.

**What happened?
Why did it happen?
What is the lesson?
What will I do differently?**

Closing

Fail forward





**„Smooth
seas do not
make skillfull
sailors“**

—African proverb—



Failing is inevitable. Learning is optional. Failing forward is leadership.