

VULNERABILITY

A New Way to Lead

“The Courage to be seen is the beginning of everything.”

Vulnerability is the most misunderstood word in leadership. Most professionals treat it as weakness. The most effective leaders know it is the precise opposite — it is the foundation of trust, the engine of authentic communication, and the single greatest competitive advantage available to the attorney, the managing partner, and the executive who is willing to practice it.

In *Vulnerability: A New Way to Lead*, attorney leadership strategist Carl Shawn Watkins dismantles the myth that great leaders never show uncertainty, struggle, or need. Drawing on the D+V=I Framework™ and the Courage2Connect Method™, this book offers a clear, practical, and deeply human case for leading with your whole self — without sacrificing authority, credibility, or professional excellence.

WHAT'S INSIDE

- **The Case for Vulnerability in Law**
Why the legal profession needs leaders willing to be seen.
- **The D+V=I Framework™**
How Diversity + Vulnerability = Inclusion — and why it works.
- **Vulnerability Under Pressure**
How to lead authentically when the stakes are highest.
- **Building Brave Spaces**
Creating environments where truth-telling is safe.
- **Emotional Intelligence & Authentic Authority**
The science behind vulnerability as a leadership strategy.
- **The New Brief™ — Your Leadership Declaration**
A defining capstone for the leader you are becoming.

ABOUT THE AUTHOR

Carl Shawn Watkins

Author · Attorney Leadership Strategist · Keynote Speaker

Carl Shawn Watkins is the founder of Carl Shawn Watkins Consulting™ and Courage2Connect Coaching™. He is a JD Candidate, Managing Partner, ordained minister, and policy architect serving attorneys and executives in Greater Philadelphia and nationwide. He is also the author of *The Iron-Clad Leader* and *Emotional Intelligence in Leadership & Law*.

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cswleadership.com · carl@cswleadership.com · (856) 974-2780

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