

21st Century Leadership Workshop

March 21, 2023

Opening and Introductions

John: 06:25 It's hard to get to this, the stuff we're talking about. Some kind of visual visualization that is not entirely complete, that you have to complete yourself, could definitely help with that, that's what I saw.

John: 08:08 We got a lot of compliments on it from some people, the best opener for consultant camp they'd ever seen. And apparently, it worked. So the 1st trial run seemed to bring some meaning to people, and that's what we took away from that experience.

Bill: 09:08 I'm intrigued by people that find this work intriguing. So I'm here to learn more about that, understand that better, and hopefully amplify what I'm doing through that knowledge.

John: 10:39 This kind of space is where I want to live.

Liz: 12:08 I'm really intrigued by having people tap into not only their unconscious but also their full self in order to deal with the complexity of today's world. Because you can't just manage it through your prefrontal cortex, we've got to tap our entire brain and our entire body.

Sue: 13:02 What intrigued me to join today was this next potential evolution of the cards and what John has done with them at consultants camp, which was how we met. So I'm excited to see what else is possible and what emerges from this space.

Claude: 14:55 I'm here today to try and understand more of this journey that I'm on and the wisdom of you folks, which for me. We're just watching Bill and watching the comments go back and forth, has been, for me, very refreshing and quite brilliant.

Jon: 15:55 We were working on an organization development conference committee together. We've loosely stayed in touch over the years. I've always been intrigued by some of the cool stuff Bill has brought to my attention. So that brought me here today.

Robert: 17:09 I'm following Bill, or have been following Bill for several years, and I'm always intrigued by his developments, and we frequently share.

Marc: 18:31 I'm a giant Billofile. There's a line in the way of life that starts off the definition of leadership. The leader leads best when people barely know he exists. And Bill is one of those muses that everyone else goes, "Oh my God, I just got this great idea." Well, how come you didn't have it before Bill walked into the room and did all of that?

Sharath: 20:58 Bill just stood apart even back in those days in terms of being the kind of person he is and the leader. That has always stayed with me. I went on to take leadership roles myself later on. I led various kinds of teams, including analytics teams, product management teams, application development, etc. But I've always had this and so I wanted to be the kind of leader that Bill is. And I would often ask myself, what would Bill do in this situation?

Bobbye: 23:07 So I think of Bill as a cross-pollinator. And it's, and it's how I think of myself. So I just want to see where the connections can dance together and see what happens.

Dana: 25:00 I'm not that familiar with Bill and you others, but I'm super curious about what I'm going to learn, how we all connect, and what we bring together.

Ann: 26:12 I've been using the cards with a group of coaches, and we find them useful.

Card Selection

Sue: 36:21 Card 14 is the space I'm really focused on helping people be in and being in myself. So I like to think of it as when we're at ground level, there's a lot of turbulence, right? We're in the midst of it, and there's stuff going on, and we're triggered, and people are saying inappropriate things, and, you know, things are happening. And then, when we can rise to a higher perspective, we can see what's really going on. So sort of at that eagle's eye view, or soaring or Angel's eye view, let's say, see what's actually happening within somebody from the space of unconditional love and compassion, which is very much not the doormat experience. But from that space, I may see this person has a core wound causing them to be very manipulative. So from that space, I can love them. I can appreciate them. I can feel deep compassion for them. And I can say, no thank you. I am not going to invest my money with you or have you as a client, or whatever it may be. So I believe that that domain of awareness is incredibly valuable for every little thing all day long.

Claude 37:57 Card 9. I believe there is such a thing as a soul. I use that word in a general sense, not in a religious sense, and to live our purpose there. I have this sense within me of being pulled towards that, to be pulled towards the future, and, and, and, and I also believe that, that all of the knowledge preexist, you know, we, we just have to find it again. So this is, it's something that just resonates within me. And in my own meditations, I've felt that being drawn into the wormhole, so to speak. It's just a resonation and a resonating feeling of finding one's soul and living one's purpose.

Robert: 39:44 Card 9 and 11. For me, they show similar aspects or different aspects of the same reality. Now, regarding nine, I also like the analogy of the black hole of the wormhole and it particularly relates to my work on vertex operator algebras that deal with these turbulences and flows and the geometry or the topology behind that I find particularly fascinating in explaining aspects of human nature.

Bobbye: 41:37 Card 9. The fundamental choice to serve life for me is my current meta intent that whatever I do, the gatherings are so that all life flourishes. And I don't know how, I don't have to know how that happens. And so the choice to serve life within the context of all this beauty, all the messages of the cards, was the one that really rang a bell, and it hasn't been chosen yet, just because, wow.

Marc: 43:07 Card 19 I define leadership as the act of changing the course or speed of an otherwise naturally occurring outcome. And in that sense, we are all leading and all leading at the same time. And I can be leading negatively. I can be leading. Otherwise, I can be leading unconsciously, which is where, in one of the areas, I look at the difference of how we express that with the head language, the heart language, the soul language, and the Gaia language, in terms that we are all expressing all at the same time. Still, we're really mostly conscious about either the head or the heart and how to do that and be more aware. Tying it all in, I just, go back to the way of life for some reason, but in chapter 17, life, which is leadership, in one translation, it isn't leadership. It's called midwifery. And it isn't, doesn't end with we all did this ourselves.

Sharath: 44:51 Card 11. We are all born leaders, and that is until we are, we were and to school and taught to be managed and to manage it. It goes hand in hand with number 17 in a sense that the root of what so I think number 17 talks about, that's from Wolfgang, which says that I'm not able to find it right away, but basically it says, we're all creatures of habit. We do things habitually. And in other words, we do things that have worked for us, paid off. And therefore we need new ways of thinking and being and doing. And I think we have that we are at that juncture, the root of what causes that I think is starting as a father of an 80-year-old and a three-year-old.

Jon: 46:58 Card 3. I liked that because when I first looked at it, it resonated with me because it made me think of a lot of the leaders that I work with in the federal government space, who are people who are promoted to leadership positions because of all the work, the good things that they've done as managers. And they have that transition of, "Oh, my gosh, no, I'm a leader," but they continue being a manager. And then when I thought about it more from a more personal space, I have the same problem. If there's this need to do something, this sense of, "Oh my God, something's got to be done." But if you don't sit back and let a situation evolve, if you don't listen to others, if you don't try to pull information from others, you only know what you know. And if you've only tool is a hammer, every problem becomes a nail.

Liz: 48:55 Card 14. It reminded me of a wonderful book I read last year, 1st-time author Judson Greg, who's an animal communicator. And the book is if Nietzsche were a Nawal, what animal intelligence reveals about human stupidity. And one of his points is sometimes we humans can be very, very smart, often too smart for our own good, because we can do damaging things to one another, through misinformation, through crime,

through hurting the environment. And one of the things that makes it really challenging is that we have a type of myopia that allows us to see the future but not take the proper action. Like we're not acting fast enough with the climate. And so the values listed in this comment are really ones that bring us back to the goodness of nature, the goodness of humans, and the goodness of animals, which I think we need to have as much as touch points.

Dana: 50:44 Card 1 and 20. It's about the inner voice. It reminded me that sometimes I just sit and just pay attention to what's happening in me and make the space to actually have an idea of what is happening around me. And my experience in big companies and leadership is it's about goals. It's about thinking.

Ann: 55:40 If we are human, we are leaders. Why? Because our human nature is what causes us to question, grow, explore, and experiment.

Workshop Reflections

Wolfgang: What is alive in you now?

Bobbye: 57:34 I'll start just really profound, great reverence and resonance within this container for leadership that is blossoming in a new way. Great possibilities.

Sharath 58:23 I'll share the same sentiments. The phrase that came to me is a yearning for life and trying and get out of the way and see how it unfolds and let it do that. So that was the sentiment.

Liz: 58:39 I would echo Dana's comment about gratitude, gratitude for having Bill and John and everybody, for bringing this group together. Very, very interesting, reflective time, and great meeting all of you.

Dana: 59:15 If I can add to that gratitude, maybe when you focus on something you see, or it gets more of it to you. However, I can see more discussions of this nature and of this depth around me more and more often, and even at places I wouldn't expect it half year ago, a year ago, in corporations. So I'm grateful for that as well. And I'm grateful I can be part of a group just soaking in all your depths and wisdom.

Claude 60:04 I have this embodied experience of vibration, and I feel a lot of love here. It reenergizes me to continue to work hard to bring that into my own organization and make a difference in the world.

Bill: 61:04 I'll say this work really was born out of nothing when I stopped doing anything because I didn't know what to do during a pandemic. And I remember writing an email to Elyse, a coach several of us have worked with. And I told her how frustrated I was. I said, usually, I always know what to do next, but now I'm stuck. She wrote back and said, "Bill, do you suppose somebody like Joseph Jaworsky would think that's an act of leadership to do nothing?" And it hit me like a bolt of lightning. I got real relaxed about doing nothing. To tell a short story fast is that a leader who had influenced me and led me to Jaworski passed away. Her death led me to a deeper dive into her work. And this was all born from that exercise. And thanks to John and Wolfgang, this work continued because they gave me so much support, so much encouragement. They kept telling me to keep doing it, keep doing it. And I said, I don't know if I can, I don't know if I can. I expected maybe after ten or 15 designs, this would end, but it's been going for three years. I show up each week to write a newsletter, and I don't know what I'm going to write. I just let it come out. And that's a marvelous thing. So thank you all.

Robert: 61:56 When I first heard the question, my mind was going in different directions. And then after the first initial fluctuations the word that emerged was hope. I want to thank you all for giving me hope with all this stuff, the cool stuff you're doing, working on various very important aspects of changing ourselves and other people, and even changing larger groups and organizations, becoming more integrated and integrated whole. We talked about fragmentation and separation from self. That brings all these questions about if we are separated from self, what is the self, and how can we reconnect or integrate again? Today's conversations gave me hope that many people are working on these questions and these tasks. So thank you for that. And that became alive again. Often in my work as a researcher and working by myself and in my own little universe. Sometimes, it helps to step out of my bubble and connect to like-minded people.

After Event Feedback

Gwen: What is the learning experience you want to stimulate? Is it to create an opportunity to experience personal insight? I'm assuming here and might be off base. If this is your intention, here are my thoughts after watching the video.

What I think went very well....

Asking folks to pick a card that resonated with them and talk about why it resonated is an invitation to explore. (Love it.)

What I found curious was that the connection many related in their telling was very personal and went well beyond the words in the quote. (a door opening of sorts)

To build on the experience, *Is there more you can do to mine those personal insights for each individual **before** sharing in the group and potentially diluting the opportunity for deeper reflection? Creating a journaling exercise of sort.*

Instead of group sharing right after their pic selection, if you provide three journaling questions does that invite deeper exploration? Wolf kinda got around to that at the end when he asked, "What is alive in you now?" I think that's a beautiful question to deepen personal insights before they switch to sharing.