
The AUTHENTIC NEWS

Newsletter of the Authentic Leadership Center

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Your Essence In Action

Fall 2008



Heart

Connecting in Relationships

by Lou Zweier

My relationships make up the fabric of my world, at home, at work, and in my community. Communication is the currency of these relationships. When communication goes well, connection happens and my relationships deepen. When it goes badly, disconnection happens and my relationships get frozen or begin to degrade as hurt, confusion, and misunderstanding fester.

Why does connection and disconnection happen?

I find that connection happens more often when I can reveal what is going on inside me without blaming others, and when I take the time to understand someone else, regardless of how they are expressing it.

Disconnection tends to happen when I get focused on the rightness or wrongness of what someone is saying or doing. I find myself thinking about what they "should" or "shouldn't" be doing, and I feel angry.

The ALC communication model is a path for making this shift from blaming and demanding, to listening and speaking with compassion. The essence of it is opening one's heart to the other person (and to one's self). In a society where we are trained to think in terms of win/lose and right/wrong, this is a distinctly different stance to take in a time of disagreement. I do know first hand how much better I feel when someone takes the time to "get me." I also know that I am much more willing to listen to a different point of view when this happens. The results are typically much more satisfying.

The ALC communication model provides a structure to produce such satisfying results. For me, adopting this shift of focus and applying the model in my relationships has not been easy. It has taken a lot of commitment, time and practice over many years, but it has been worth it!

This is why ALC provides many opportunities to learn and practice effective communication. Living Authentically is one place to do this. My monthly Communication Practice Group is another. December 5 - 7, I will be doing my annual Compassionate Communication Workshop. This 2 ½ day training will be another great way to deepen and practice these skills, and to introduce others to these skills as well.

We hope you will take advantage of these opportunities to bring more joy, understanding, connection, and meaning to your relationships through heart-to-heart communication.

"Every time you opt in to kindness, make one connection that used to divide us, it echoes all over the world." ~ Dar Williams

Quick Notes

Compassionate Communications Workshop - Lou Zweier is back with this terrific workshop December 5-7.

Register by November 28th.

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Going Deeper Advanced Workshop

Wednesday evening thru Sunday, April 22 - 26, 2008. *Details pg. 2*

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Upcoming ALC Seminars and Workshops (Register on-line now!)

Compassionate Communication - December 5 - 7

Friday Evening, 6:00 - 9:00 pm, Saturday, 9:00 am - 5:00 pm, and Sunday, 10:00 am - 2:00 pm

Lou Zweier, our new ALC Team member, returns to facilitate his very successful workshop called Compassionate Communication, based on the principles of Non-Violent Communication™ (NVC). It is now designed to accommodate people new to Compassionate Communication as well as those who already have some experience with this material, or who have experience with NVC. Those interested can choose the days that best suit their goals and experience. Here's how the days lay out:

Friday evening – Introduction to Compassionate Communication

An introduction to the basic principles and concepts of Non-Violent Communication. 6:00 – 9:00 pm. Tuition: **\$25**

Saturday - Deepening Skills with Compassionate Communication

Learning and practicing how to deepen empathy, say “No” and hear “No”, express and receive anger, and transform judgments. 9:00 am – 4:00 pm. Tuition: **\$85**

Sunday - Communication Skills Practice

Attendees work on their own real life situations from workplace, relationships, parenting, etc. and watch others practice as well. 10:00 am – 2:00 pm. Tuition: **\$35**

If you're new to NVC or want a refresher on the concepts, you should attend Friday night. If you wish to deepen what you have learned, you should attend Saturday. If you want more extensive practice and to witness others work, then you should attend Sunday. There are many combinations possible, depending on your needs and knowledge level. **Registration deadline is Friday, November 28, 2008.**



Lou Zweier

Compassionate Communication utilizes the principles of **Non-Violent Communication™** to create understanding and compassion for self and others. Honest expression of needs and empathetic listening to the feelings and needs of others creates a connection between people from which solutions flow more easily.

Lou Zweier has been a student and practitioner of Non-Violent Communication since 1995 and has taught communication skills to adults in a variety of settings since 2002. He has also presented at regional and national educational technology conferences on communication skills and conflict resolution. Mr. Zweier has been married for 25 years and has two teenage children.

Going Deeper - Advanced Workshop - April 22 - 26, 2009

Going Deeper is an opportunity for graduates of *Leading from the Center* and similar trainings to address issues at a deeper level or to work on material that has surfaced since graduation - utilizing many of the same profoundly transformative processes used in *Leading from the Center*. Held in a relaxed, community-style atmosphere, and under the guidance and coaching of the ALC Leadership team, experienced participants have the very personal opportunity to actively define the work they wish to do and how they will do it.

The workshop utilizes concepts from Wayne Muller's book: **How Then Shall We Live**, which asks and examines four basic questions:

- Who am I?
- What do I love?
- How shall I live, knowing I will die?
- What is my gift to the world?

This workshop starts at 6:00 pm on Wednesday, April 22nd and continues through 6:00 pm Sunday, April 26th. Participants are responsible for their own lodging. Tuition is \$995 per person.

The **AUTHENTIC NEWS** *Newsletter of the Authentic Leadership Center*

The Authentic News is a quarterly publication produced by The Authentic Leadership Center, LLC. If you have any questions or wish to submit content for possible publication in the newsletter, please contact us by mail or email:

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Transformative Power of Gratitude

By Debbie Oudiz

Feeling stuck? Thoughts raging? Unsettled or disquieted? Hmm, sound like places I've visited many times. Over the years, I've found the clearest, fastest, and most satisfying path out of these quagmires is the path of gratitude. A practice of gratitude is one of the most dynamic and effective way that I have found to change my inner dialogue and focus - with the benefits of relaxation, calm, joy, and connection.

So here are some of my favorite ways to incorporate gratitude:

1. Gratitude journal - this can either be written or just spoken to our inner self. Daily practice leads to greatest benefit. This practice helps build a gratitude foundation that can be tapped into in times of stress or challenge.

2. Notice beauty - set an intention to notice beauty in your environment. This is a subtle way to induce a state of gratitude. I often choose my driving map based on trees and views I will see. Beauty is not only visual, but auditory as well - try listening -music, birds, the breeze in the trees...

3. Gratitude dump - when you have issues with someone, need to bring closure, or just need a focus shift. Begin by listing ten things about the person for which you are grateful. THEN, list another ten. The harder it gets to add to list, the greater the release and the transformative power of gratitude. For the most impact, give the list to the person you wrote about.

Coaches'

Corner

At a recent coach training, coaches discussed the balance between being effective and being efficient. I'm reminded each training just how insightful and skillful our coaches are and it never fails to fill me with awe and gratitude. So the topic of whether coaches can do what they do so well, and perhaps do it more efficiently - meaning in a shorter period of time - turned into an interesting discussion.

One of the key ideas that surfaced was this: as a coach, during the mat work portion of *Leading from the Center*, can you identify where you are in what we call "the cycle" of mat work? The thrust of the question was this: how much time is spent "marking time" or transitioning between sections of work?

A simple suggestion was made to become more efficient: If you can't identify where you are in that cycle, then you are probably outside of it and you may want to purposefully move back into it. That way, you keep the work moving forward.

Food for thought . . .

What People Say about Going Deeper

I loved it – it far exceeded my expectations, which is pretty difficult to do! ~AG

I got more than I ever bargained for. I came into this training with fear that I couldn't do it due to one of my core beliefs and was so relieved and surprised how easy it was to go deeper. ~VE

I got way more than I expected. I started on one path which led me to somewhere that was totally unexpected. ~DM

I got more than I came for. I wanted to get a push into my professional life and "come out" as a person dedicated to my spiritual pursuits. I got all that and more.... a huge sense of Who I AM and the blessing of having it witnessed. Not much more could be asked

Here is the last installment of the "Slow Lane"

Try a relaxing hobby. Find what you love to do and schedule in time to Play in your Passion. You might find doing the things you love gives you the gift of relaxation.



Gather friends. Being with friends regenerates and rejuvenates you. Surround yourself with people who are supportive and with whom you don't feel judged, evaluated or criticized.

Build slow rituals into your day. Sip tea with someone, say Thank You, sit in the backyard with your children rather than watching TV. Let yourself slow down.

Create a What I Did Today list. This will help you focus on what you have actually accomplished rather than what you think about that you didn't do. At the end of the day, take a deep breath and appreciate yourself.

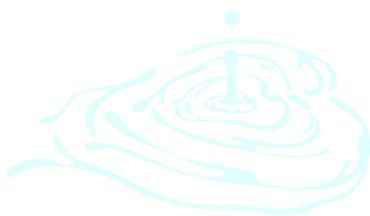
Save the Dates!!

Compassionate Communications Workshop
December 5th - 7th (Reg deadline: Fri, Nov 28th)

Information Evening for Leading from the Center
Monday, December 8th, 7 - 9 pm

Going Deeper
April 22nd - 26th, 2009

Tips for Authentic Living



Master Calendar of Events

Living Authentically (Thursdays, 6:30 - 8:30 pm \$15/person, \$25/couple)

2008

October 30thNovember 13thDecember 4th

2009

January 8th & 22ndFebruary 12th & 26thMarch 12th & 26thApril 16th & 30thMay 21stJune 4th & 18thJuly 2nd & 23rdAugust 13th & 27thSeptember 10th & 24thOctober 1st & 22ndNovember 12thDecember 3rd & 17th

Seminars and Workshops

Dec 5-7, 2008

Compassionate Communication; Fri eve, Sat & Sun.

Apr 22-26, 2009

Going Deeper; Wed eve -Sunday

Leading From the Center (two session, 8-Day training)

Celebrations 5:30 pm on Sunday of each session

	Session 1	&	Session 2
Winter '09	Jan 16 - 18	&	Feb 4 - 8
Spring '09	Apr 3 - 5	&	Apr 22 - 26
Summer '09	July 17 - 19	&	Aug 5 - 9
Fall '09	Oct 16 - 18	&	Nov 4 - 8

Events and Gatherings - check the website for details

Information Night - Monday evening, December 8th, 7 - 9 pm

Men's Group - 1st & 3rd Tuesday nights each month - 7:00 - 9:00 pm

Communications Practice Group - one Saturday/month - 1:00 - 4:00 pm

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