

the Authentic News

Newsletter of the Authentic Leadership Center

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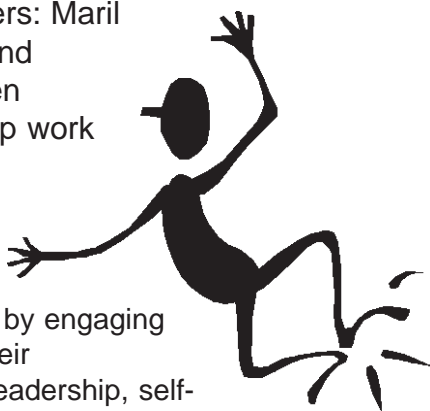
Our Essence In Action

Fall 2002

A Dream Is Born - The Authentic Leadership Center Begins

As of September 16, 2002, the Authentic Leadership Center, LLC officially began operations as a limited liability company in California. Many of you know the founders: Maril Cardwell, Chris Mathe, Debbie Oudiz, and Kathleen Shanel-Hogan. They have been involved with intensive experiential group work for over a decade.

The mission of the Authentic Leadership Center (ALC) is to provide effective programs and opportunities for people to express who they are completely by engaging in transformative learning while honoring their magnificence. ALC helps people combine leadership, self-awareness, and spirituality in creative and supportive ways through trainings, workshops, lectures, consulting, and coaching.



Three of the most immediate goals for ALC are:

◆ A new two-session, eight-day training incorporating the core concepts of collaboration, choice, personal leadership, and stepping completely into one's self. The basics of the training are explored in an article on page 2. The first training will be March 14 - 16 (session 1) and April 2 - 6 (session 2) at the Fair Oaks Grange. This training will also be offered again in the summer and in the fall (see the calendar of events on the back page).

◆ A twice monthly peer-led process group at the Grange starting in November (see the adjacent article). This supportive group is for anyone interested in continued growth. This would include graduates continuing the work they began in our training, people considering the training who might want to get acquainted with the work and the facilitators, and others who simply want a safe, supportive environment to celebrate, do emotional work, and to support others.

◆ A sustained effort to create an inclusive and supportive community around the core values taught in the trainings. This would include regular publications (like this newsletter!), social activities, an evolving website with resources for growth, lecture series, coach training, and more.

Starting in 2003, the ALC will begin monthly coach/staff training (see page 3), offer several seminars/workshops on authentic life issues, and create a one-day introductory workshop called, **Authentic Happiness**. This workshop is for anyone interested in making positive, proactive changes in their lives. It is a fun, informative, and rewarding way to learn some of the basic principles upon which the ALC is based as well as practice valuable life skills. Stay tuned for more details in the next newsletter!

Peer Support Group Starts Nov 7th

Want to celebrate? Need some feedback or coaching? Feel like dancing? Need to process an issue that is coming up for you? Want to support others in their growth? All this and more is available at **Living Authentically** on the 1st and 3rd Thursday nights of each month. Living Authentically is a walk-in peer support group open to everyone and it begins Thursday, Nov. 7th at the Fair Oaks Grange from 6:30 pm to about 9:00 pm.

Each night has an educational segment where you learn tools for living authentically. In addition to these skill-building activities, every night provides you the opportunity to ask for what you need from the group.

Each night is gently facilitated by at least two of the founders of ALC with the intention for producing a connected, inclusive, supportive, safe, and loving environment for personal growth.

The cost for the night is \$15 with your first visit free. Come join our supportive community!

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The Authentic Leadership Training (ALT)

The Basics

*The Authentic Leadership Training is led by the founders of ALC, Maril Cardwell, Chris Mathe, Debbie Oudiz, and Kathleen Shanel-Hogan and the Coach Coordinator, Phil Stahr. Between them, they have a collective 50 years experience with intensive, experiential small group trainings. They have designed the Authentic Leadership Training starting with the basic premise that **authentic leadership is a commitment to living in integrity with compassionate honesty, humility, dignity, vision, and purpose.** It is based on a foundation of core values that inform a set of basic themes, that, in turn, support several desired outcomes.*

The Core Values

- Everyone has the capacity for life affirming changes;
- We all are connected to a greater whole;
- There is expressed and unexpressed magnificence in all of us;
- We are most whole when we act and live with the integration of body, mind, heart, and spirit;
- Life lived from appreciation, gratitude, love, and service is empowering and transforming for ourselves and the people and organizations with whom we are involved.

The Basic Themes

- Compassionate collaboration is the most effective way to help people lead their own growth and find their own truths;
- Everyone is already whole, perfect, and complete and the work is to find that authentic, powerful core within each person;
- True leadership starts with compassionate self-awareness then

radiates out and connects us to others - it is an inside-out experience;

- We are much bigger than who we think we are;
- Love, forgiveness, and living in gratitude and appreciation are powerfully transformative.

The Desired Outcomes

- Identifying and transforming limiting beliefs and patterns to bring about creative and constructive individual change;
- Realizing strengths and passion to step into a fuller, more satisfying and meaningful life;
- Developing deep listening skills as well as a voice that expresses personal truth and understanding of life;
- Foster relational intelligence by creating an intentional learning community;
- Finding and celebrating the uniqueness and magnificence inside each person.

Methods

How do we do this in the Authentic Leadership Training? True to our core value of balance between mind, body, heart, and spirit, the training utilizes many different modalities: interactive lecture, group interaction and feedback, individual processes, movement, skill-building, writing, and sharing. The exercises are structured and paced to build skills and readiness for subsequent exercises. The emphasis is on collaboration, compassion, and emotional and

physical safety. The goal of the leadership and the volunteer coaches is to create an environment for deep, transformative learning and growth.

A Few Details

The training is designed for motivated adults seeking deeper understanding of themselves and how they can step completely into who they are. It is the continuation of a lifelong process of finding meaning and passion and transforming these into action. It is not a quick fix nor is it a panacea. It is a very intensive, loving, and liberating journey to one's self and expressing that self in authentically connected relationships. We will work individually with each person who is interested in the training to develop a game plan to maximize the benefits of the training.

The price of the Authentic Leadership Training is \$2,500 which includes hotel accommodations for the second session. A sliding scale is available for people with financial challenges as well as discounts for multiple family members. Also, substantial professional discounts are available - please inquire for details.

The March Training is offered at a special price of \$1495

A Circle of Friends

On the evening of October 5th, a large group of friends gathered for a delicious dinner and to share ideas about the formation of the ALC. Chris, Debbie, Kathleen and Maril introduced Phil Stahr as their Coach Coordinator and shared their vision and overall plans. There were many questions and suggestions, leading to a great deal of discussion about the possibilities and challenges of starting this new company.

It was a loving, connecting, enthusiastic evening. Chris, Debbie, Kathleen, Maril and Phil would like to extend their deepest appreciation and gratitude to all that joined in the evening's festivities. It was truly a wonderful way to start building the community anew.



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, phone, or email:

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The Leadership of the ALC

Kathleen A. Shanel-Hogan

Dr. Kathleen A. Shanel-Hogan is a consultant, educator, facilitator and trainer. She received a MA from California Institute of Integral Studies in Cultural Anthropology and Social Transformation with an emphasis on Human and Organizational Transformation. She is currently working on her dissertation to complete her Ph.D. at CIIS in Transformative Learning and Change. She received a DDS from Loyola University of Chicago School of Dentistry.

Kathleen is a skilled facilitator in the areas of team building, group development, and strategic planning. She specializes in building learning communities and utilizing appreciative inquiry to engage clients in a dynamic process of discovery. She was co-facilitator and staff trainer of Next Level Intensive, an eight-day personal growth training.

Chris Mathe

Chris has thousands of hours of consulting, training, and facilitating experience in the areas of management effectiveness, team building, executive coaching, and conflict management. As staff administrator for Next Level Intensive for 6 years, he was responsible for training and directing the staff of NLI. His love and natural affinity for personal growth and facilitation has led him to seek a doctorate in clinical psychology – he is in his fourth year towards that goal.

Chris has BA degrees in both Political Science and Economics. He received his MBA from Stanford University and has done post graduate work in *Change in Human Systems* at the California Institute of Integral Studies. He is currently a doctoral student in clinical psychology at the Fielding Graduate Institute and a doctoral trainee with Fall Creek Counseling Associates.

Deborah Oudiz, Ph.D.

Dr. Debbie Oudiz received a doctorate in Environmental Toxicology in 1985, and currently holds the position of Senior Toxicologist in the California Environmental Protection Agency. Debbie has extensive experi-

ence in management, staff development, group dynamics, and leadership training. She has been involved with community outreach, education and communication for twelve years.

Debbie has over ten years experience with group transformational processes, which has included staff administration and co-facilitation of personal growth intensive trainings. Additionally, she is a licensed spiritual counselor and currently facilitates groups for teens. She is dedicated to providing an environment where each individual experiences their best and she is actively involved in spirituality in the workplace.

Maril Cardwell

Maril has had over 20 years of experience with Alanon, Grief, and Co-Dependency work with individuals and groups. She was staff coordinator for three years with Worth, Inc., a non-profit organization working with women dealing with abuse, whether from their past or present relationships. She has ten years staff experience with Next Level Intensive, and was staff administrator for NLI for three years.

Maril also owned and operated her own business, Organizational Management, for the last five years. She has helped small businesses become more organized and focused. She brings management, coaching, and life experience to the Authentic Leadership Center.

Philip Stahr

Phil received a Bachelor of Arts in Psychology from the College of Social Sciences and Interdisciplinary Studies at California State University, Sacramento in 2001. He currently holds a position of Family Support Specialist with The Child Abuse Prevention Council of Placer County, California. He is involved with community outreach, education and multi disciplinary team functioning within county agencies. He has over ten years experience with group transformational processes and is presently enrolled in a masters program for his Marriage Family Therapist licensure. Phil is dedicated to providing an emotionally honest, safe environment for people to experience spiritual awareness and personal growth.

Monthly Coach Training To Begin

Interested in being a volunteer coach for the Authentic Leadership Training? Beginning Thursday, January 23, 2003, a monthly night of coach skill-building will take place at the Fair Oaks Grange from 6:30 to 9:00 pm. Offered free of charge, these training nights are led by the leaders of ALC and mix lectures, group interaction, and role-playing to increase skills in listening, coaching, facilitation, conflict management, and more. Call for more details.

Tips for Authentic Living

Start a gratitude journal - One of the best ways to bring compassion and acceptance into your life is to make gratitude a regular part of it. Make it a habit to write about the things each day you are grateful for.

Forgive - Consciously begin the process of forgiving those in your life for whom you hold anger. Forgiveness is not about condoning or making right what might have happened. It is about letting go of the power that people and events have over you.

Begin a regular practice of meditation - An excellent way to increase your awareness and lessen the stress of a busy life is to meditate once or twice a day for a few minutes. There are many different meditative techniques - try a few a find the one that suits you.

Create a mission and values statement - Carry a notebook around with you for a few days or weeks and write down your ideas on the values you cherish and the actions that give your life purpose. Spend some time condensing these ideas down to a one page statement of your mission and the values you live by.

Move your body - Dance, run, bike, walk - it doesn't matter. Regular exercise has many benefits including stress reduction, flexibility, and muscle tone, to name just a few.



Six Month Calendar of Events

2002

Thurs, Nov 7	Living Authentically	6:30 - 9:00 pm
Thurs, Nov 21	Living Authentically	6:30 - 9:00 pm
Thurs, Dec 5	Living Authentically	6:30 - 9:00 pm
Thurs, Dec 19	Living Authentically	6:30 - 9:00 pm

2003

Thurs, Jan 2	Living Authentically	6:30 - 9:00 pm
Thurs, Jan 16	Living Authentically	6:30 - 9:00 pm
Thurs, Jan 23	Coach Training	6:30 - 9:00 pm
Thurs, Feb 13	Living Authentically	6:30 - 9:00 pm
Thurs, Feb 20	Living Authentically	6:30 - 9:00 pm
Sat, Feb 22	Coach Intensive	9:00 am - 4:00 pm
Thurs, Feb 27	Coach Training	6:30 - 9:00 pm
Thurs, Mar 6	Living Authentically	6:30 - 9:00 pm
<i>Fri-Sun, Mar 14-16</i>	<i>Spring ALT - Session 1</i>	
Thurs, Mar 20	Living Authentically	6:30 - 9:00 pm
Thurs, Mar 27	Coach Training	6:30 - 9:00 pm
<i>Wed-Sun, Apr 2-6</i>	<i>Spring ALT - Session 2</i>	
Thurs, Apr 10	Living Authentically	6:30 - 9:00 pm
Thurs, Apr 17	Living Authentically	6:30 - 9:00 pm
Thurs, Apr 24	Coach Training	6:30 - 9:00 pm

All activities listed take place at the Fair Oaks Grange

Spread the Word!

Know anybody that might be interested in the Authentic Leadership Training, Living Authentically Support Group, or Volunteer Coach Training? Please have them contact us. We are rapidly building our database of interested individuals. We very much encourage people to ask questions and find out how we might help them increase their happiness and personal power.



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