

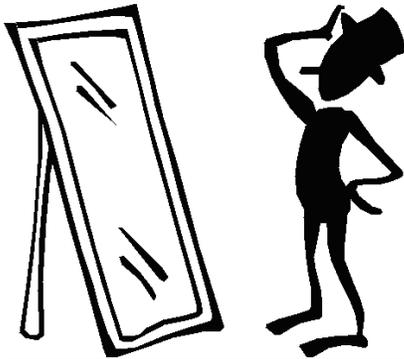
The AUTHENTIC NEWS

Newsletter of the Authentic Leadership Center

Vol. 5, No. 4

Your Essence In Action

Fall 2006



All of Me, Why Not Love All of Me?

We must be the change we wish to see in the world.
Mahatma Gandhi

I've heard the lyrics to a similar song since I was a little boy, but have only recently come to understand what that means. One of my biggest challenges during the last few years has been "How do I love that part of me that I don't like"?

I believe we all carry within us certain personality traits and characteristics that we may not like. I have acted in ways that embarrass me, or I have shame about. I have expressed myself inappropriately, lashed out in anger, or remained silent in fear or weakness. Later I may scold myself, or engage in a dialogue that I "coulda, shoulda, woulda" said.

In our PAC model, this can be construed as a typical "Critical Parent/Adaptive Child" interchange. I may have acted out of the Adaptive Child, and later move into the familiar self-judging Critical Parent. This has, in the past, caused me a great deal of pain and shame. So how can I love those parts of me?

The first step, as in any change model, is awareness. As I become aware that I am acting out from a "Self" that may be driving the bus, I can begin to have an understanding, a relationship, with that self. As I coach myself through this process, I may actually ask that self what it wants, why does it do what it does, and what does it fear? What will happen to me if it doesn't show up? Most importantly, from a place of compassion, I may ask what it wants for me, and how does it serve me?

As I have a dialogue with that part of me that I may not like, I begin to have a better relationship with it, a better understanding of what it is trying to do for me. As I develop that relationship, and am able to have more recognition, and choice, around how it shows up, both my fear of and distaste for it dissipates. Once I am at choice, I may actually come to a place of appreciation for, and eventually love that which I once didn't like or trust.

And that, I hope, is how I may come to one day "Love All of Me".

~ Gordon Brown

Quick Notes

Workshop: Compassionate Communication

Lou Zweier returns for another installment on his workshop on Non-Violent Communication. *Details pg. 2*

Season Celebration

Join us in celebrating 2006 and looking forward to 2007 on Thursday evening, December 29th, 6:30 - 9:00 pm.

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Upcoming ALC Workshops and Seminars

November 9th Seminar:

The Three G's: Grief, Gifts, and Grace

Please join Pauli Hakensen as she leads an experiential examination of how grief can lead to gifts and ultimately grace.

GRIEF - The need to grieve is as old as humanity. It is normal, natural and necessary. When we do not mourn a loss fully, the pain and sorrow of that loss are held in the unconscious. The body holds the memory waiting for it to be exposed so it can heal. From then on each encounter where we may experience intimacy threatens to expose that wound. Over time, authentic connection can feel more and more threatening.

GIFTS - One of the gifts of grieving is that you will have the opportunity to harvest the wisdom and understand the purpose of loss in your life. Energy used to guard against the threat of exposure can be used to love, and live again.

GRACE - "Grace arrived like tiny stitches in torn fabric". --Anne Lamott

Pauli writes, "With love and kindness, Conscious Grieving is how we begin to stitch the fabric of our lives together again..."

As a part of ALC continuing community seminar series, Pauli's seminar will be on Thursday evening, November 9th, 6:30 - 9:00 pm. The cost for the evening is \$15 per person or \$25 per couple.

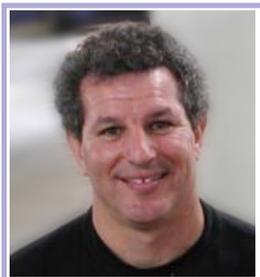
Pauli Hakensen specializes in addiction recovery and finding authenticity after addiction through individual counseling, groups, spiritual direction, and quality of life workshops.

December 1st and 2nd Workshop:

Compassionate Communication - Creating the Relationships You Want

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

Lou Zweier will facilitate this one and a half day workshop where you will learn the basics of and practice Compassionate Communication - a powerful process that can help you create the relationships you want in your life. 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. Attendees will learn to:



Lou Zweier

- " Confront problems with others without blaming or criticizing
- " Avoid patterns of thinking that lead to guilt, shame, and anger
- " Resolve conflicts without "giving in" or "over-powering" others
- " Express appreciation powerfully

Lou Zweier has been a student and practitioner of Non-Violent Communication since 1995. Mr. Zweier is also Director of the CSU Center for Distributed Learning, a nationally recognized academic technology center for the California State University System. He has presented at regional and national educational technology conferences on communication skills and conflict resolution. Non-Violent Communication™ has been developed by Marshall Rosenberg, PhD, international mediator and peace maker (www.cnvc.org).

The course fee is \$100 per person or \$160 per couple. The course will take place at the ALC Center.

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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:

6945 Fair Oaks Blvd, Suite 4
Carmichael CA 95608

info@AuthenticLeadershipCenter.com

Book Review: Quantum Change

Quantum Change, by William Miller and Janet C'de Baca, is a very informative and interesting scientific appraisal of spiritual experience. The book discusses a number of vivid, benevolent, yet enduring personal transformations occurring usually over a period of hours - experiences usually defined as "epiphanies." The changes involve relationships, spirituality, and life priorities. Quantum Change discusses two kinds of inner change. There is an "insight" transformation - a consolidation of psychological processes that may have been building for years - and there is a "mystical" transformation that individuals are quite at a loss to explain.

Each of their book's case histories, chosen from several dozen quantum change experiences, share many but not all of the following characteristics: ineffability, revelation, transience of the original experience (although the effects last for decades), passivity, unity with the cosmos, transcendence, awe, joy-love-peace, and distinctiveness. Even if the subjects didn't believe in God (and two-fifths of them did not), they became more spiritual, less materialistic, and more compassionate toward others and themselves. Thus, the book's most provocative finding is the uniform - if admittedly both retrospective and self-reported - decrease in the value placed on "wealth," "attractiveness," "popularity," and "fitting in" and an increase in "spirituality," "personal peace," "forgiveness," and "loving."

The authors are very clear that they do not comprehend why quantum change occurs, but they thoughtfully discuss many eclectic possibilities. I suspect that everyone who reads this book will be moved by reflections on forces greater than themselves.

~Chris Mathe

Get Smarter in Conflict - Research shows that most of us will lose 15 or more IQ points when we are angry or afraid. Anything that reduces these emotions will make you smarter in resolving conflict e.g. Take a time out, count to 10, breathe deeply, consciously relax.



Resolving Activities - Challenge yourself with activities that run directly counter to your negative beliefs or protective behaviors. If I don't ask for help (Don't Trust), then I might set a goal to ask for help at least once a day.

Get a Reality Check - If you are confused, angry, or hurt about a situation, ask someone you trust for their perspective. Then listen.

Build Bridges - Often conflict arises because we have forgotten what we share. Instead, we focus on the differences, all the things that we disagree on and which separate us. Move beyond this. Ask, "What do I share with this person?" Build from this loving place. A focus on differences is built upon fear.

Tips for Authentic Living

by Gayle Mathe

Coaches'

Corner

I was surprised and actually very pleased recently when reading a journal article on how to get patients to floss (yes, some of you are aware of my double life as a dental health professional, as well as a coach coordinator for ALC!) – that Prochaska's change model was discussed. Prochaska's theory on change as a cyclical process is something we train our coaches to recognize. People are in the various stages of change all the time – and their readiness to make a change on any particular issue is very much related to where they are in the process. For review, these stages are:

Precontemplation – the person is unaware or in denial and may be resistant and/or angry.

Contemplation – the person is examining how the issue affects self and others and may be emotional and uninformed.

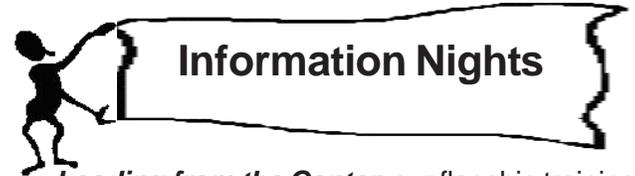
Preparation – the person is imagining how it will look when the change takes place and is hopeful and informed.

Action – the person is implementing a plan for change and is proactive and confident.

Maintenance – the person is integrating the change into long-term behavior and shifting short-term strategies into new beliefs.

Termination – the change is part of self and there is no desire to return to old behavior.

What was also present in that article, as well as integral to our coaching model, is that change is best made in a environment of support and trust, and when the person feels respected, safe and ready to make it. That's our commitment to everyone that comes through ALC's door.



Leading from the Center, our flagship training, is based on the conviction that your outward expression of yourself, and your attitude towards your life, your work and your relationships, is a direct reflection of your internal landscape - your awareness, understanding and acceptance of yourself and others.

Join us Monday evening, **December 4th** from 7:00 to 9:00 pm, for an informal evening designed to answer your questions and help you determine if **Leading from the Center** is for you!



Master Calendar of Events

Living Authentically (Thursdays, 6:30 - 9:00 pm \$15/person, \$25/couple)

Nov 30 th	Gratitude & Appreciation	Dec 7 th	Inner Wisdom
Dec 21 st	Creating New Patterns	Dec 29 th	Season Celebration
Jan 4 th	TBA	Jan 25 th	TBA
Feb 8 th	TBA	Feb 22 nd	TBA

Seminar Series (Thursdays, 6:30 - 9:00 pm \$15/per, \$25/couple)

Nov 9 th	<i>The 3 G's: Grief, Gifts, and Grace</i>	Pauli Hakensen
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Leading From the Center (two session, 8-Day training)

	Session 1	&	Session 2	Celebrations (5:30 pm)
Winter '07	Jan 12 - 14	&	Jan 31 - Feb 4	Jan 14 & Feb 4
Spring '07	May 18 - 20	&	Jun 6 - 10	May 20 & Jun 10
Summer '07	Aug 3 - 5	&	Aug 22 - 26	Aug 5 & Aug 26
Fall '07	Oct 19 - 21	&	Nov 7 - 11	Oct 21 & Nov 11

Workshops

Dec 1- 2 - **Compassionate Communication** - Friday evening, all day Saturday
 Mar 7-11, 2007 - **Going Deeper** - Advanced Workshop - Wed evening - Sunday

The Management Team

Maril Cardwell 916-838-1321
 maril@authenticpromotions.com

Chris Mathe 916-709-1170
 chris@authenticleadershipcenter.com

Gayle Mathe 916-709-9233
 gayle@authenticleadershipcenter.com

Debbie Oudiz 916-804-6647
 doudiz@yahoo.com

Kathleen Shanel 916-217-8732
 ksh@winfirst.com

Phil Stahr 916-812-3726
 pheonix@jps.net

Gordon Brown 916-812-2787
 gov@tricommercial.com