



We Did It!!

This past April 6th marked the completion of the first Authentic Leadership Training. It was a dream come true to see the culmination of so much work as the nine participants were enthusiastically celebrated. The fantastic energy created by so many supportive people from the community made the celebration that much more memorable. From the viewpoint of the creators of the training (Maril, Chris, Debbie, Kathleen, and Phil), it was tremendously exciting to see the new design be so effective at producing transformative change in a collaborative and compassionate setting.

Several aspects of the training were important to its success. First, the training was designed as a *collaboration* between the participants, coaches, and the Leadership Team – treating all like mature adults. This means that the participants are active creators of their experience and all aspects of the training are geared toward encouraging each participant to step into their power and to make new meanings in their lives. Also important is that the coaches reported how effective they felt and how much fun they had helping participants utilizing this collaborative model.

Second, the training is built on a very firm theoretical base. Very briefly, the most important theoretical underpinnings of the training are:

The cycle and phases of change: The best research on lasting change is by Prochaska, Norcross, and Diclemente. Their book, *Changing For Good*, is an excellent review of their research and a very practical guide to creating change in your life.

Facilitating deep, transformative change: A simple, practical, and very accessible model of how the personality works and how to facilitate its long-term change comes from Bob and Mary Goulding's Redecision Therapy. It is an effective blending of Eric Berne's Transactional Analysis and accepted experiential techniques. The Goulding's book, *Changing Lives Through Redecision Therapy*, provides an excellent review of Redecision in action.

Relational Intelligence: The model of interpersonal interaction - how to build learning communities and how each of us connects and disconnects comes from the work of the Jean Baker Miller Training Institute and the Stone Center, Wellesly College.

Facilitating gratitude and forgiveness: The model of creating healing through gratitude and forgiveness come from the work of Fred Luskin, Ph.D, and the Stanford University Forgiveness Project. His book,

Continued on page 3

Quick Notes

Open House in Los Angeles

The ALC Team will host an open house to all interested folks on Sunday, June 1st at the home of Brett and Madelon Miles in Pacific Palisades. We will be meeting from 6:30 to 8:30 pm with dessert and coffee provided. It will be a great chance to reconnect or learn more about the Authentic Leadership Training. If you are interested, give us a call or send us an email.

Authentic Happiness

ALC will present a one day seminar on creating more happiness and joy in our lives on June 21st. See the enclosed flyer for details.

What's Inside...

- Thursday Nights 2
- Book Review 3
- What Makes a Good Coach ... 3
- Tips for Authentic Living 3
- Calendar of Events 4
- Map to the Grange Hall 4
- Contacting ALC 4

Thursday Nights at the Grange

Living Authentically, Seminars, and Coach Training

The Authentic Leadership Center offers a variety of community services almost every Thursday evening at the Fair Oaks Grange Hall. First, **Living Authentically**, our on-going peer support group, meets on two Thursdays of each month (check the calendar on page 4). These walk-in groups have been well attended and seem to be filling an important need in our community (and for the graduates of our first training!). It is a place to do process work, get feedback, give support, celebrate, move, learn, be cradled - all as a part of a safe, compassionate, and supportive group. The fee is \$15 per evening (\$25 per couple), and your first visit is free!

On other Thursday evenings each month, ALC offers a seminar series on topics related to living an authentic life. Like the process group, the seminars are from 6:30 to about 9:00 pm and there is a \$15 fee. Our first two seminars were well attended and very well received. Our next two seminars will be:

May 29th Seminar: *Moving From Drama to Choice*

As wonderful human beings, we often find ourselves taking on roles that create great drama in our lives through blaming others, wanting our way or enabling dependent behavior. This session, guest facilitated by Elizabeth Bell, will present a model that illustrates what happens when we act out of drama and examines the steps that can move us into conscious choice making. The session will be interactive as well as allow for reflection and personal work.

Elizabeth Bell, M.S., D.N.S. is founder and co-owner of EDGE Consulting. As a consultant for the past 15 years, Elizabeth has specialized in facilitating and coaching leaders and teams in creating community in the workplace. She uses processes that support authentic communication, healing relationships and conscious decision making which in turn enhance personal ownership, meaning and joy.

June 12th Seminar: *Living Effectively*

This seminar examines the practical applications of authentic principles in our daily lives. Gordon Brown, our guest speaker, will introduce and facilitate exercises in:

- ◆ Defining Long Term Goals That Meet Your Needs
- ◆ Establishing a Clear Plan
- ◆ Managing Your Time
- ◆ Identifying and Acquiring Needed Resources
- ◆ Becoming an "Expert" in Your Field
- ◆ Creating Balance and Integrity in Your Life
- ◆ Celebrating Achievement

Gordon, avid skier, very successful investor, member/manager of several Limited Liability Companies, has a passion for translating personal growth and healing into a practical plan that is informed by an integrated vision for life.

Coach Training Monthly

Yet another Thursday of each month is devoted to on-going training of people interested in being a volunteer coach for our Authentic Leadership Trainings. Like all of the other Thursday evening events, this monthly evening of coach skill-building will take place at the Fair Oaks Grange Hall from 6:30 to 9:00 pm. Offered free of charge, these training evenings are facilitated by the leaders of ALC and mix lectures, group interaction, experiential exercises and role-playing. We've also set aside Saturday, July 19th, for another all-day Coach Training Intensive. Please call (916) 709-1170 or email chris.mathe@comcast.net if you plan on attending.



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Leading Consciously, A Pilgrimage Toward Self-Mastery

Debashis Chatterjee, Butterworth-Heinemann 1998.

“Leadership is not a privilege of a handful of the high and mighty. It is a state of relationship...Leadership is not a science or an art, it is a state of consciousness in which we discover the path to our own kingdoms. “

With so much written on leadership from CEOs to psychologists to coaches, Debashis Chatterjee brings a clear and concise treatise on the path of leadership, from the inside out. Chatterjee discusses nine areas of leadership which chapters areas such as Leader as Seer: Discipline of Perspective Vision, Leadership and Communication: Discipline of Silence, Leadership and Life: Discipline of Purpose. Throughout the book, Chatterjee draws on his Hindu roots, but also presents a wide collection of philosophers, poets, and spiritual works to illustrate his ideas and concepts. He sets a clear path for a paradigm shift in leadership consciousness that is grounded in service, followership, creative dynamism, purpose, and integrated personality. Chatterjee states in relationship to leadership and work “Transcendence is the final step in workshop. This is a state of realization in action ... Transcendence in the context of leadership does not mean transcendence of action; it simply means the transcendence of self to Self while in action.” This book begins with a forward by Peter Senge, author of The Fifth Discipline, and ends with a chapter called Nature’s Manuscript: The Leadership Manual which draws parallels from nature, such as “Leadership in Nature’s organization emerges from a consciousness that can comprehend the whole.”

Leading Consciously is a tremendous journey into our selves, with the path illuminated for the outward expression of balance, tolerance, vision, and purpose. It is a path worth taking. ~Debbie Oudiz

Tips for Authentic Living

Anticipate good - C. Leslie Charles, author of *Why Is Everyone So Cranky?*, often wakes up and says, “Something good is going to happen today.” Then she works to find it. It could be a beautiful sunset or funny comic strip, an invitation in the mailbox, or an important phone call.

Tune in to yourself - When you’re doing something mundane like driving, the laundry, or taking out the trash, stop for a minute. Be aware of your body, your breath, your feelings, your thinking, and your connectedness with others in that moment. Be in the moment and allow the possibility of appreciation and gratitude.

Send thanks - Write a note to someone you might tend to take for granted: a friend, partner, colleague, or family member. A simple message thanking the person for being in your life is a great gift for them and you.

Make space for joy - Is your overcrowded schedule squeezing out any time to enjoy life? Pare down your obligations and get rid of all those time and energy drains - Remember: it’s OK to say no sometimes.



Forgive for Good, provides an excellent path to bringing forgiveness into one’s life.

Third, the theoretical model of the training is expressed in four explicitly defined themes that weave through the entire process. The themes form what we view as the necessary aspirations of someone who leads themselves and others authentically. These themes are Self Awareness, Healing and Growth, Relational Intelligence, and Integration and Balance. These were detailed in last quarter’s newsletter. More details on the themes are available on our website.

What makes a good coach?

At a recent coach training, these items were the result of a terrific brainstorming session in answer to the question, “What makes a good coach.”

- ✓ Has an awareness of their own stuff (e.g., needing to be liked, be approved of, fix others, or create specific changes)
- ✓ Looks for flags that their issues are present (e.g., strong emotional charge, frustration, distracted, or anxious about outcome)
- ✓ Seeks to earn trust
- ✓ Honors the participants and themselves
- ✓ Is collaborative
- ✓ Is flexible and open-minded
- ✓ Expresses their unique gifts
- ✓ Has unconditional love
- ✓ Can separate whose need is being fulfilled
- ✓ Puts ego in service
- ✓ Is following one step ahead
- ✓ Is willing to be guided

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2003 Calendar of Events

Living Authentically (Thursdays, 6:30 - 9:00 pm)

May 8	July 17	Oct 2
May 15	Aug 7	Oct 16
June 5	Aug 21	Nov 13
June 19	Sept 4	Nov 20
July 10	Sept 18	Dec 4
		Dec 18

Seminar Series (Thursdays, 6:30 - 9:00 pm)

May 29	<i>Moving from Drama to Choice</i>	Sept 11	TBA
June 12	<i>Living Effectively</i>	Oct 30	TBA
July 24	TBA		

Authentic Leadership Training

	Session 1 (Fri-Sun)	Session 2 (Wed-Sun)
Summer	Aug 1-3	Aug 13-17
Fall	Oct 17-19	Nov 5-9

Coach Training (Thursdays, 6:30 - 9:00 pm except Saturday, July 19th)

May 22 (Starting mat work+chair work)	Sept 25
June 26 (Coaching the Prochaska Change Model)	Oct 23
July 19 - All-day Coach Intensive	Dec 11
Aug 28	

One-Day Training

June 21 - Authentic Happiness - 9:00 am - 5:00 pm

All activities listed take place at the Fair Oaks Grange Hall except July 19 Coach Intensive

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