

# The AUTHENTIC NEWS

Newsletter of the Authentic Leadership Center

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Your Essence In Action

Summer 2008

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The Process of Growing

## Personal Change; Relationship Change

There are many reasons that people seek change. Often, the motivation comes from a crisis, such as difficulties at work or with a partner. Just as often, it comes from an opportunity, such as a promotion at work, or the desire to have more intimacy with a partner. And the decision is made at all different stages of life. Are you off to college and want to feel and be your fully confident and powerful self? Perhaps you're in a relationship that is developing and deepening and want to be able to make a fuller commitment?

The reasons and moments to reach for personal excellence are as individual as they are endless. What we know from working with so many people who wish to become more . . . more confident, content, joyful, compassionate . . . is that when there is a shift on the inside, it is noticed on the outside and the people around are impacted; changing self, by its very nature, changes relationships. So, while much of what we do at ALC is focused on individual, personal growth and change, we offer activities for relationship growth as well.

Lou Zweier facilitates a **Compassionate Communication** practice group on an ongoing basis one Saturday a month. This group takes real-life situations and assists the individual or the couple in learning how to communicate more respectfully and effectively. Lou also holds an annual two day workshop where these skills are taught in-depth.

Elizabeth and Patrick Bell lead an annual workshop: **Couples' Dialogue: Growing Yourself, Growing Your Relationship**. Utilizing the Myers-Briggs Type Indicator, Patrick and Elizabeth help couples discover how their tendencies toward such personality traits as extroversion vs introversion, or a preference to plan vs. one for spontaneity, play out in our relationships and influence our connection and satisfaction. It's a wonderful journey of discovery to take together!

Also, new this year, on September 13<sup>th</sup>, ALC family and friends will gather for a picnic at Hagan Park in Rancho Cordova for food, games and just plain fun. ALC will be providing the BBQ and paying the parking, so RSVP is requested.

Check out our website at [www.AuthenticLeadershipCenter.com](http://www.AuthenticLeadershipCenter.com) for details for these and other ALC workshops and activities. We have a vibrant, open and loving community, and we would love to see you!

*"The glue that holds all relationships together – including the relationship between the leader and the led – is trust, and trust is based on integrity."*

~ Brian Tracy

### Quick Notes

#### Family Picnic - September 13

Join us at Hagan park, 11am-3pm for food, games and fun. Everyone welcome! Please RSVP by Aug 20<sup>th</sup> to: Holly Parks - [hdparks31@yahoo.com](mailto:hdparks31@yahoo.com)

#### Couples' Dialogue Workshop

Patrick and Elizabeth are back Oct 3 -4 with their great workshop. Registration deadline is September 8th.

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#### Going Deeper Advanced Workshop

Wed evening thru Sun, Sept 24-28. Registration deadline is Aug 18

**Details pg. 2**

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## Upcoming ALC Seminars and Workshops

### ***Going Deeper - Advanced Workshop - September 24 - 28, 2008***

***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 the *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*** that 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, September 24<sup>th</sup> and continues through 6:00 pm Sunday, September 28<sup>th</sup>. Participants are responsible for their own lodging. Tuition is \$995 per person. **The registration deadline is August 18<sup>th</sup>.**

#### **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 for. ~BMH*

## **A COUPLES' DIALOGUE: Growing Yourself, Growing Your Relationship**

**October 3<sup>rd</sup>, Friday Evening, 6:00 - 9:00 pm**

**October 4<sup>th</sup>, Saturday, 9:00 am - 4:00 pm**

Being in relationship has been called the most difficult spiritual practice we can engage in. ALC invites you to learn more about yourself, your significant other, and the unique relationship that you create together in the Couples Dialogue Workshop. This course consistently receives outstanding reviews!

The primary vehicle for this 1½ day exploration is the Myers-Briggs Type Indicator (MBTI), an extremely powerful tool for looking at self and others.

Structured couples' dialogues and a variety of experiential exercises help couples understand and use the results of their MBTI scores. You'll gain important insights into the areas of strength in your relationship. In addition, you'll see where difficulties can occur and then be able to identify steps you can take to transform those stuck places into possibilities for deeper awareness, acceptance and joy. Please note that the **registration deadline**



**Patrick & Elizabeth  
Bell**

**is September 8<sup>th</sup>.** The course fee is \$310 per couple, which includes workbooks, class materials, personal Myers-Briggs reports and Patrick and Elizabeth's exceptional selves!

#### *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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# Using the ALC Communication Model in Every Day Life

By Lou Zweier

I sometimes get questions from people who are wanting to use the ALC communication model in everyday conversation and are struggling with making it sound "normal." The trick to making it sound more "normal" is that you don't have to use all the parts all the time. In the training, we teach and practice all the parts of the model to help raise awareness of these different parts and to develop skill in using them. However, in every day communication, it is not necessary to use every part of the model all the time to get your message across. And in fact, if you do this, communication can become quite labored and tiresome. So how do you know what parts of the model to use when? Well, understanding the purpose of the different parts can help you decide when they are needed. Here is a summary:

I see/hear ...	Make clear what words/actions etc. are stimulating me (objective data)
I feel...	Reveal the emotional reaction I am having
I imagine...	Expose my judgments, stories, assumptions, etc.
I own...	Disclose awareness of why I am reacting the way I am
I request...	Make clear what action I would like to have happen now
I commit...	Make clear what actions I am willing to take now

So when you are in a communication with someone, you can leave out the parts that you think are already understood by them. For example, if you think that what has happened that stimulated/triggered you and the feelings you have about it are already understood by the other person, you can leave that out and just start with what you are imagining. On the other hand, if you start your communication with just a request (as people often do), and this doesn't land well with the other person, you can go back and add in other parts of the model (like what you are seeing or feeling) and see if this creates more understanding/connection. As a general rule, the more difficult or important the conversation, the more you want to include all the parts for greater clarity and understanding. The more connection/trust you have with the other person, the more latitude you may have to leave out some of the parts. The bottom line of using the model is to create connection with the other person. Don't be afraid to experiment with dropping parts out, or adding parts in to make this happen.

## Tips for Authentic Living

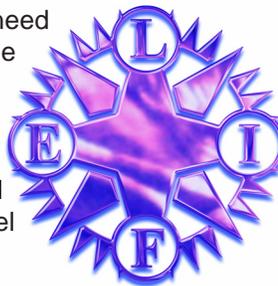
Did you get into the slow lane at all? All you need is a little imagination and the desire to enjoy the ride.

**Decompress between tasks** - The next time you finish one task, instead of rushing off to the next one, take a few minutes to browse, sit and breathe, listen to a song on the radio. You'll feel more refreshed, centered and productive.

**Find Me Time** - While waiting for a meeting, instead of checking email or picking up voice mails, take the time to relax and reflect. You might be pleasantly surprised by what comes up in your imagination.

**Ditch the List** - List consciousness operates on the premise that life will happen once everything is done on your list. You tend to focus on what you're doing next and not focus on what is happening now. You tend to miss out on your life. To change this, pause in the middle of an activity, take a deep breath and pay attention to what's happening right now! When we are truly present, we tend to slow down.

**Savor Meals More** - When we eat too fast, it stresses the body causing it to produce an excess of cortisol and insulin. It also makes you more likely to overeat. The brain literally demands that you eat more when it doesn't register that its basic needs for taste, pleasure, aroma and satisfaction have been met. Try doubling the time you spend on your meals: If you eat breakfast in five minutes, bump it up to 10.



## Save the Dates!!

**Communications  
Practice Group**

**Saturday, July 19<sup>th</sup>**

1 - 4 pm

**Registration Deadline for Going  
Deeper**

**Monday, August 18<sup>th</sup>**

**Registration Deadline for  
Couples Dialogue Workshop**

**Monday, September 8<sup>th</sup>**

**ALC FAMILY PICNIC**

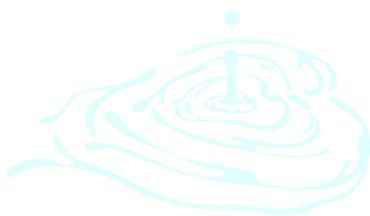
**Saturday, September 13<sup>th</sup>**

11 am - 3 pm

**Information Evening for  
Leading from the Center**

**Monday, December 8<sup>th</sup>**

7 - 9 pm



## Master Calendar of Events

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

July 10 <sup>th</sup>	October 2 <sup>nd</sup>
July 31 <sup>st</sup>	October 30 <sup>th</sup>
August 21 <sup>st</sup>	November 13 <sup>th</sup>
September 4 <sup>th</sup>	December 4 <sup>th</sup>
September 18 <sup>th</sup>	

### Seminars and Workshops

Sep 24-28 *Going Deeper*; Wed eve -Sunday; Reg deadline 8/18  
 Oct 3-4 *Couples Dialogue Workshop* Fri eve, all day Sat. Reg deadline 9/8

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

Celebrations 5:30 pm on Sunday of each session

	Session 1	&	Session 2
Summer '08	July 25 - 27	&	Aug 13 - 17
Fall '08	Oct 17 - 19	&	Nov 5 - 9
Winter '09	Jan 16 - 18	&	Feb 4 - 8
Spring '09	Apr 3 - 5	&	Apr 22 - 26

### Events and Gatherings - check the website for details

**Summer Picnic** - Hagan Park - September 13, 11am-3pm - RSVP by 8/20

**Men's Group** - 1<sup>st</sup> & 3<sup>rd</sup> Tuesday nights - 7:00 - 9:00 pm

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

**Circle of Women** - selected Friday evenings - 6:30 - 8:30pm

## The Management Team

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**Lou Zweier** 707-364-7907  
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We welcome Lou Zweier aboard the ALC management team. Lou has been master coach at ALC for years and has extensive experience teaching communication. Lou is a filmmaker and is the Director of the CSU Center for Distributed Learning.