

## Leadership Summit Slack channels

### Diversity

rachel

What do you think diversity has to do with leadership?

louise\_amuir

I think leadership is working with the whole. If there are voices missing, it is a much smaller whole - maybe even a hole! Thinking of an orchestra, the diversity of the sound of many different instruments makes for an exciting whole. An orchestra full of only piccolos might not be so interesting to listen to for a sustained period. And orchestras only play a few kinds of music with a fairly specific training background. Following my metaphor, I'm realizing that there is always an opportunity for greater inclusion of what is not yet here.

mackenziedickson

In general, I agree that diversity can add to the mix, but I don't know that it's always a symphony. I think it's popular now to try to promote diversity, however I don't think it's well and good all the time. I think a big issue of societies now is trying to figure out how to handle the universalism vs diversity problem. This comes up easily for me when thinking about different societal/cultural practices that don't align with the dominant/hegemonic values of the UN and "developed" world.

To play off of Louise's example of the orchestra, there is a performance, a specific intention held by the performers and the conductor - so adding monkeys hopped up on mangoes and encouraging them to bang on trash cans would increase the diversity but might not do anything too great for the auditory reception of the group (although the I think they could have a different sort of beneficial experience).

However, if trying to include monkeys and garbage cans into a jam session with other musicians without other pressures (of performing, timing, etc) something really interesting might emerge. So I think diversity and leadership also has to do with context and diversity for the sake of diversity isn't inherently good. I think it depends on scope, intention, and the container. In a "being" sort of sense, I think diversity can be a great place for learning and evolution. In a "doing" sense, I think sometimes too much diversity can get in the way of efficiency, impact and performance. I think there is an exciting challenge in trying to find ways to incorporating diversity as we dance between and within these.

rachel

Hi Mackenzie, I appreciate your perspective of this, particularly what you might have experienced working with a hugely diverse organization like the UN - possibly the most diverse, and likely very political. I look forward to hearing more about your experience at the summit.

And Louise, I love the orchestra metaphor, thank you!

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### Inspiration

- dennis - There are three essentials to leadership: humility, clarity and courage. —Fuchan Yuan
- dennis - Whatever you are, be a good one. —Abraham Lincoln
- dennis - Never doubt that a small group of thoughtful, concerned citizens can change world. Indeed it is the only thing that ever has. —Margaret Mead
- dennis - As we look ahead into the next century, leaders will be those who empower others. —Bill Gates
- dennis - Leadership and learning are indispensable to each other. —John F. Kennedy
- dennis - A leader is best when people barely know he exists, when his work is done, his aim fulfilled, they will say: we did it ourselves. —Lao Tzu
- jenlatterhilton - Leadership is what we call it when you need to enroll other people in where you are going and get them to help you explore the fringes and the edges of what is possible, to make a change occur that wouldn't have happened if you weren't leading. - Seth Godin
- janeo - Dennis.... I love your Lao Tzu quote....and think you embody it.
- dennis - A good leader leads the people from above them. A great leader leads the people from within them. —M.D. Arnold
- dennis - "It's hard to lead a cavalry charge if you think you look funny on a horse." Adlai E. Stevenson II
- dennis - "Good leaders raise the bar for others; great leaders inspire others to raise their own bar." Orrin Woodward
- jenlatterhilton - Another important aspect of being a leader is PRESENCE and certainly a competency we learn and develop at Haven in working with people. Doug Silsbee, Somatic Coach and Author, sees leadership this way. "Presence-Based Leadership is about awakening to our context, and discerning our contribution. Making courageous commitments. Taking coherent, skillful, and authentic action. Doing the inner work of self-development. And, building the foundation of Presence, the meta-competency of aliveness, resilience, and creativity. What is YOUR contribution? And, how might you become more fully alive through declaring it?
- Dennis - Before you are a leader, success is all about growing yourself. When you become a leader, success is all about growing others. —Jack Welch
- Dennis - If your actions inspire others to dream more, learn more, do more and become more, you are a leader. —John Quincy Adams
- dennis - Education is the mother of leadership. —Wendell Willkie
- dennis - If one is lucky, a solitary fantasy can totally transform one million realities. —Maya Angelou

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- dennis - Leadership is the capacity to translate vision into reality. —Warren Bennis
- dennis - I must follow the people. Am I not their leader? —Benjamin Disraeli
- dennis - Earn your leadership every day. —Michael Jordan
- Dennis - The first responsibility of a leader is to define reality. The last is to say thank you. In between, the leader is a servant. —Max DePree
- dennis - What you do has far greater impact than what you say. —Stephen Covey
- dennis - "When people talk, listen completely." --Ernest Hemingway
- dennis - "Leadership is the art of giving people a platform for spreading ideas that work." --Seth Godin
- dennis - "Leadership is an ever-evolving position." --Mike Krzyzewski
- dennis - "The important thing is this: to be able to give up in any given moment all that we are for what we can become." --DeSeaux
- dennis - "Every time you have to speak, you are auditioning for leadership." --James Humes
- dennis - "The things we fear most in organizations--fluctuations, disturbances, imbalances--are the primary sources of creativity." --Margaret Wheatley

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### Leadership

rachel

What does leadership mean to you and why is it important?

sbclarke

I know I am a believer that leadership happens when someone is embodied and willing to influence and be influenced - I think people out in the world like that shine and bring others along! Our recent thrive! blog post is on leadership - here's a link: <http://www.thriveinc.com/#!What-is-Leadership/fj9bk/5702cd200cf2c53596a904d2> - take a look and would love to hear other thoughts and input.  
#leadership

rachel

Thanks Susan, I really enjoyed the article. Very succinct summary of what I have seen you deliver over several days of training! I particularly like the end statement: "[Leadership] is so much more than just a title. And, when it is done well, it can and does change the world!" Thanks for posting this. I'm going to add it to the resources channel too.

jenlatterhilton

Great article Susan and CrisMarie! I would really like this to be made into a podcast/audio recording! Your writing has a great story telling flow that I think would be well suited to audio. On another note, I noticed my curiosity about the difference between the word LEADERSHIP and the word LEADING. It came after reading your example about acting....I like ACTING... as a verb, it is action oriented, for which I think the same for LEADING. Why is there no "Actership" and yet we keep talking about Leadership?. I do value semantics and how I/we embody words. And, speaking of embodiment - I am smack dab in a somatic coaching training and program and this came today in my course content, a video on the mission of somatics and the importance of, as you say, being embodied...something I think the Haven has always been teaching!! So in this way I do believe we are leading and supporting other people become leaders in their lives!  
<https://www.youtube.com/watch?v=jqfm6Njp6DY>

YouTube

Strozzi Institute

Mission of Somatics - Richard Strozzi-Heckler

janeo

Love the video!! I totally agree with him and see this as an important part of being a leader and leading at this time in the world. This is my personal desire for leaders of the future. I have my bias as to what I want in a leader.....someone who is willing and works at being congruent with themselves and so leads by example, personally embodying whatever they are leading. I don't expect perfection in that regard, but rather a

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humanness to stand in what they believe, offering their own experience as a teaching tool for others. Someone who knows both from the inside out and understands the bigger picture of the 'why' behind what they are leading. Being an inspiration to others comes from this congruency and also seeing/living a bigger picture of the 'why'. Leading requires having a vision that guides what they do and how they do it, based in strong values that guide their direction. Being inclusive of others with a genuine interest and curiosity, provides an invitation to others to take a look at where the leader is going, to try on this new possibility while respecting theirs.

rachel

The webinar yesterday brought up all kinds of really interesting aspects of leadership, including that of followership which I think is worth spending some time investigating. Also one of the participants talked about how we focus on leader as a noun far more than leading as a verb. Lots to think about. Look out for the recording of the webinar posted here on Slack later today!

sbclarke

Jennifer I enjoyed the video - I think the use of the word somatics is used a lot - but his views seems very consistent with energy and our model of resonance - I had images of the movie Avatar - when there is that felt energetic connection to all that is! Interested in hearing more about your Somantic coaching program.

sbclarke

Jane also liked your words on this and agree with my own liking of someone who is congruent - not perfect but human and embodying what they believe - I think in that embodiment/congruence -the 'why comes almost without a lot of words, more through the living and sharing - not just on the job or when speaking but when walking the day-to-day of that vision - that type of commitment to a vision does guide and inspire.

dennis

<https://youtu.be/Wh5sk44Q9WU>

YouTube

videothehaven

LS2016 Pre-Summit Webinar

cathy\_mcnally

I really enjoyed the video, Jennifer - thanks so much for posting it. Resonates with much for me at present. I also enjoyed your writing about leadership, Jane O. Excited for the days ahead...and loving this opportunity to connect and share...and be inspired!

cathy\_mcnally

Susan and CrisMarie - the Thrive article on Leadership is EXCELLENT! Thanks so much! Definitely letting myself be influenced from reading it! :simple\_smile:

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rachel

Posted on behalf of @neil: Curiosity & Vulnerability are fundamental to any 'new' learning about self and I thought these two words could play a more prominent role in Haven workshops. The Haven already acknowledges these two aspects as fundamental for success.

Idea: Think Phoenix rising...

Curiosity & Vulnerability function like the two wings of a bird: Emphasis on one puts pressure on the other. The bird flies straight when both Curiosity & Vulnerability are equal. Labeling the wings would make a nice graphic, emphasizing where students' focus will give the best result.

This concept could offer encouragement to students to go deeper, to stay with the process.

Just an idea,

Neil

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### Outcomes

dennis

What is one specific result you would like from the Leadership Summit?

mackenziedickson

I'm finding myself having a hard time trying to come up with an outcome for this summit. I was saying to @lindanicholls tonight that I excited to see what emerges, and that I am holding a preference for that something to be of an additive nature - not a subtractive one. And as I've realized this preference I'm trying to make room for what a subtractive outcome could look like so that I don't let that go unnoticed as an outcome as well.

More tangibly, I'd like an outcome to beginning of a larger journey of collaborative discussions and brainstorms on the future of leadership - and how we can starting manifesting that future now. This would be a good space for some three horizons work (the now, the next, the next next). I am excited for the prospect of entering a discussion space that leaves room for not knowing and can be an exploration and experimentation for new ideas and feelings to emerge as we build new social and intellectual connections.

jenlatterhilton

Outcome vs. result works better for me. One outcome I would like is that we continue to create a culture of dialogue; that this summit be a model for future exploratory sessions, about subjects that matter to us, organizationally, personally, relationally and the greater community and world.

sbclarke

There are a couple outcomes I would like or have been thinking about. I would really like to use the dialogue and ideas from the summit to help me as part of Haven educational leadership more clearly look at Haven's shadow - one piece of that I carry is belief that we aren't or should not be a community - that is old and though I know for me Haven is community I am not sure I fully embrace what community can offer - I have been discovering some of that through being a part of building a team - a smaller diverse (at least in opinion, experience and areas of added expertise ) that is both in dialogue and in action - I will say for me it has been rich, at times hard and at times - like seeing this weekend emerging - quite wonderful - yet the challenge is to keep holding the tension of even more input while taking action. I also hope to dive deeper into defining our training path - there is something we offer that is more than counseling - about self-responsible relational living - I would love to come up with a way to name our training to reflect that - this is probably way to specific - but an action I have been looking for a long time. May be a diploma in relational science or something like that - I look for both the broad dialogue and some specific support in these areas.

janmoore

I would like to explore how I can contribute to the Haven educational leadership team. I've been wanting to deepen my relationship with the Haven for many years. Now feels the right time to do so. I'm wondering if there is an interest around this topic: Conscious growth of self through your work in the world. I'm talking specifically

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about creating or working within a Conscious Business that works in harmony with Nature and the Planet. I believe that is the Future of Work. [ My background is Career Counselling and my MA focused on Servant Leadership ] We were asked to suggest feedback questions after the Leadership Summit. Not sure where to post them so I'll post them here. These are 3 suggestions: 1] What excited you most about the Leadership Summit? 2] What do you see as the main purpose of the Haven? 3] How do you see yourself contributing to the future of the Haven? I look forward to continuing the conversation.

denisegoldbeck

Wondering about the outcome of the leadership summit which was so thoughtfully and lovingly organized and presented I am thinking that the outcome will be thoughtful and loving - an isomorphic outcome. We have so much potential and it is a luxury to be asking ourselves these beautiful questions. I am grateful for the engagement of young people and am excited to see their stake in caring about the future of a personal growth healing centre. Perhaps a main outcome will be the creation of more doors for young people to enter the Haven.

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### Reflections

rachel

What is emerging for you around the topic of leadership?

sbclarke

Last night's webinar was a great reminder for me of the many perspectives on leadership - as is often the case at Haven I enjoyed getting my answers - questioned. Some themes and threads that stood out for me - leadership and followership (thought of the power/strength model and the importance of the movement not the fixed position on one side or the other). I liked thinking of the importance of nature and the much bigger world around me and some reflections on that. I am reminded that there are many, many aspects to leadership and there is leading to be done! That can be humbling when I realize I can not simply wait for the 'right' answer but stumble moving between leading and following and making it up along the way. Looking forward to the weekend - starting online and moving between online and in person - will be fun!!

rachel

I enjoyed the webinar too Susan, thanks to you and the rest of the panel. I too enjoyed the reflections on followership and am left this morning considering the movement that is involved between those two positions. I think when we get stuck anywhere, including as a leader or follower, is when difficulties can start. I love the idea of the fluidity of movement between the two positions.

jenlatterhilton

Thanks to the panel for last night...wonderful kick off to the summit. I think followership brings forward the question of why leadership? I do think leading and following is a dance, so agree about the movement aspect!

selahmartha

Great conversation last night! It made me think of Ella's Song by Sweet Honey:

<https://www.youtube.com/watch?v=U6Uus--gFrc>

Lyrics:Ella's Song

Composed by Bernice Johnson Reagon, copyright: Songtalk Publishing Co.

Refrain:

We who believe in freedom cannot rest

We who believe in freedom cannot rest until it comes

Verses

Until the killing of Black men, Black mothers' sons

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Is as important as the killing of White men, White mothers' sons  
And that which touches we most is that I had a chance to work with people  
Passing on to others that which was passed on to me  
To me young people come first, they have the courage where we fail  
And if I can shed some light as they carry us through the gale  
The older I get the better I know that the secret of my going on  
Is when the reins are in the hand of the young who dare to run against the storm  
Not needing to clutch for power, not needing the light just to shine on me  
I need to be just one in the number as we stand against tyranny  
Struggling myself don't mean a whole lot I come to realize  
That teaching others to stand up and fight is the only way my struggle survive  
I'm a woman who speaks in a voice and I must be heard  
At time I can be quite difficult, I'll bow to no man's word

sbclarke

Yes - I have listened to this song many times! Love this version Thanks for the link! I have heard this version but not seen them sing it!

cathy\_mcnally

BEAUTIFUL! I love Sweet Honey in the Rock...and this song is very special. Thank you, Selahmartha

cathy\_mcnally

Sitting here in my room at The Haven...sipping some tea, reflecting. I sense a 'pulse' in the air/property as the Leadership Summit is stirring. I feel a subtle sensation, like soft butterfly wings, in my solar plexus. My face feels gently tired from all the smiles I have enjoyed today—meeting longtime and newer friends, plus people arriving first time to The Haven. What a rich group of beings we get to think, play, move and co-create with this weekend!

Shortly after arriving I witnessed four distinct groups of folks independently doing set-up tasks in the Phoenix complex: the tech experts of Conscious Streaming preparing for Saturday afternoon; Rachel, Dennis and staff doing many varied things; Jane O and Elfi preparing charts for the training related session tomorrow; Jennifer and I doing some ambiance work plus preparation for Sunday's 'café' event. Focus and connection, leadership and followership everywhere.

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Even nature is joining in! There is hardly a breeze, the tide is out, there is a stillness that speaks to “something special is beginning.” I am excited!

Dinner time...and I can hear laughter outside. More later.

jenlatterhilton

uploaded and commented on an image: Here are some visual reflections of tonight...post our first meeting!

A wonderful opening evening, so many voices (41 - I believe) some familiar and some new to Haven...sharing, moving, breathing, wondering, listening, laughing, dreaming of possibilities...together.

Update - correction, actually. The live-streaming tech company's name is: Stream of Consciousness. Jason and Shauna are joining the Summit as participants too - how cool is THAT?!

sbclarke

No pictures but we were dancing and moving online last night as well as having some good dialogue about leadership. Our online group was smaller but engaged and covered the globe - well China and New Zealand - hoping Australia might be able to add on today!!

cathy\_mcnally

Late on Saturday 16th - in my room reflecting, after what has been a remarkable day. — I think what stands out the most is that the format of movement sessions between different activities in the day (Camille's talk, outdoor time in the woods, afternoon panel, evening on Haven training) and wonderful groupings of conversations at meals has kept me busy and engaged in a very intense and enlivening way ALL day long! Wow! AND...I have learned lots about me, heard remarkable insights from others, enjoyed very stimulating input at each of the sessions today. Yup...‘remarkable’ day really fits. Thanks to everyone!

jenlatterhilton

I am reflecting on the outdoor experience with Jay and Linda. Walking barefoot in the Haven Woods, sensing and being with nature, tasting rain drops, touch ferns, hearing bird song, seeing the pulse of the forest. Conversing with words, and no words, facing my fears, and allowing them to transform into curiosity, feeling the aliveness of connecting beyond what I thought possible. My feet have carried the imprint of the ground and they felt hot and tingly the rest of the day. I am so grateful!

rachelFirst of all a HUGE thank you to everyone involved in the Leadership Summit - facilitators, participants both online and onsite, panel members, behind the scenes folks ... and this is not the end of anything, but the start of a process of collating all of the information that was shared during the weekend. No mean feat!

I will be sending out a survey, so let me know if you have any suggestions about questions you would like me to include.

Also, if you want to share your reflections on the weekend - this channel is the place to do it. Share stories, photos whatever you would like to, right here.

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Finally if you have some thoughts about how you would like to see the summit content presented (content includes video, images, text), let me know! I am keeping an open mind about how best to do this.

varekboettcher

My head and heart are still very full from this weekend! Thank you so much for bringing us together to contribute to tackling these questions. @denisegoldbeck said in #outcomes that we are fortunate to have the luxury of this kind of self-examination and that really resonates with me tonight. I'm aware of my privilege in this moment. While there is a certain amount of ambivalence that goes with that, I am deeply grateful for what I have. It is my belief that we should treat these opportunities for #reflections as profound and sacred.

I have a lot of processing to do and, in a bit of time, you'll see me pop up here and there in the different channels as things gel.

rachel

Posted on behalf of @lindanicholls. One thing to add -- I don't recall seeing the actual words "group process" or "circle work" on the boards, which I think is what we are teaching and using exceptionally well and which is a somewhat unique and potential offering we could be offering to organizations, communities and so on.

Something I think noteworthy: after Summit I spent a bit of time with Jenna. She commented that she and other younger people had noticed how often some (not all) of the older haven leaders referred to "I" do this/"I"did" -- and that the younger people's paradigm much prefers "we," which they believe is a reflection of the reality. (edited)

Jenlatterhilton

Some personal questions for consideration for the survey... 1) What stood out most for you at the Summit? 2) What deepened for you? 3) What opened for you? 4) What, if anything needs clarification? 5) What are you most excited about? I think it would be great to have a page on our website where people could go to see all the videos and dialogues. And, maybe SLACK can be that too? Create a new Channel? Not sure if it's that simple...and maybe some people who have not joined could not access. Just thinking/writing out loud.

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### Resources

rachel - Here's a selection of leadership related resources submitted by a variety of people in the lead up to the summit. Enjoy!

<https://www.youtube.com/watch?v=NGv-YYn3-uk&feature=youtu.be>

<https://theembodiedlife.wordpress.com/2016/02/29/embodiment-as-actionable-change/>

The Embodied Life

strozziinstitute

Embodiment as Actionable Change

Embody Your Leadership Potential

Staci K. Haines

I had a great conversation recently about mindfulness practice and wisdom. Are they the same thing? Why not?

Lots of places and people are using the word transformation now, and even "embodiment," as a concept, is growing in prevalence. Like mindfulness and wisdom, what do we mean by these words? How do they appear in practice, in action, in our lives and leadership? This is where it gets interesting.

In SI Somatics our definition of transformation Show more...

<http://www.dailygood.org/search/fact/leadership/>

DailyGood: News That Inspires

DailyGood is a portal dedicated to sharing inspiring and positive news from around the world. We feature one story every single day.

[http://nicaskew.com/collection/on-wisdom/?utm\\_source=29+FEB+2016&utm\\_campaign=29+FEB+2016&utm\\_medium=email&doing\\_wp\\_cron=1459910486.1053791046142578125000](http://nicaskew.com/collection/on-wisdom/?utm_source=29+FEB+2016&utm_campaign=29+FEB+2016&utm_medium=email&doing_wp_cron=1459910486.1053791046142578125000)

rachel

uploaded an image: john-quincy-adams.jpg

rachel

uploaded an image: margaret-j-wheatley-quotes-36151.png

rachel

uploaded an image: 1440698974\_graphic-quote-margaret-wheatley.jpg

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rachel

uploaded an image: Senge.jpg

rachel

<http://www.thriveinc.com/#!What-is-Leadership/fj9bk/5702cd200cf2c53596a904d2>

neil

uploaded and commented on an image: Curiosity Child.png

The inspiring quotes above (Senge, Wheatley, John Quincy Adams) all point to one element -- CURIOSITY!

Perhaps leadership is best demonstrated by one's 'applied' curiosity in their leadership role: Curiosity encourages engagement without judgement.

dennis

<https://youtu.be/Wh5sk44Q9WU>

YouTube

videothehaven

LS2016 Pre-Summit Webinar

cathy\_mcnally

Thanks to everyone for these inspiring offerings.

rachel

uploaded a file

CamilleSlide.pdf

rachel

uploaded a file

Using our Rank for the Benefit of Our Relationships.doc

rachel

Link from Julie Diamond web site <http://juliediamond.net/powerprint/>

rachel

uploaded a file

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Presentation1.pptx

janmoore

I love synchronicity! This came into my mailbox a few minutes ago. It is a resource that explains the Conscious Business Movement. It is growing worldwide. Part of its mission is to unite us as One and to grow both on a local and a global basis.

<http://www.humanitysteam.org/conscious-business-declaration>

Conscious Business Declaration – A New Paradigm for Business in the 21st Century | Humanity's Team Worldwide

The Conscious Business Declaration articulates essential principles that we believe will dramatically increase economic prosperity and human wellbeing.

denisegoldbeck

commented on rachel's file 1440698974\_graphic-quote-margaret-wheatley.jpg