

## **Wake Up, Grow Up, Clean Up, Show Up**

Pearls from the Peace Parlor with Michael Stern

### **Development for Emerging Leaders**

What is really exciting for me - Integral Development for Emerging Leaders, which is increasingly becoming the heart of my work. Like a growing sun in the solar system of my life.

It's a kind of incubator for the next generation of leaders to develop inner competencies to be skillful guides during time of transition on our planet, moving toward breakdown and breakthrough. As Charles Eisenstein put it - we are moving from a story of separation to our story of interbeing. I'm called to being in community with other people who share consciousness about this.

We can't rush or force this. No one has the answers. Show up with curiosity, courage and compassion, and do it together.

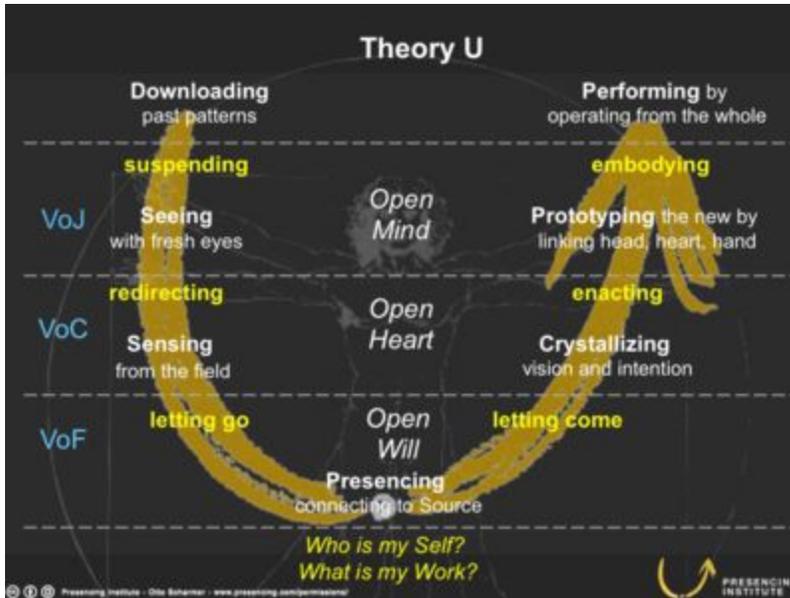
### **Meaning and Purpose**

His clients looking for meaningful work to make their contributions, share their gifts.

Asking questions is a symptom of deeper process - finding answers to questions. This supports the whole field of culture to move to the next level of development.

### **Otto Scharmer's Theory U - Opening Mind, Heart & Will**

Theory U is a change management method by Otto Scharmer. The principles of Theory U are suggested to help political leaders, civil servants, and managers break through past unproductive patterns of behavior that prevent them from empathizing with their clients' perspectives and often lock them into ineffective patterns of decision making.



The basic principle is mindfulness techniques to drop out of our conditional way of relating. As we drop into a deeper space of awareness, creative possibilities emerge.

I feel really drawn to a different way of talking about collective wisdom, with author Ken Wilbur's "We" quadrant.

For example, I have my own subjective experience of this conversation. I can be aware of mine and tune into ours - your nervous system, and also put attention into the space in between, which has its own intelligence, evolutionary trajectory. I can align with that and be of service. Versus prioritizing my own interest, or yours.

Other examples of this - couples, sports teams, or a jazz ensemble - where everyone must be on point with their own instrument, with a basic structure to follow. But there's a lot of room for improv, sensing and responding, how energy is moving in the team. You can feel it when they are in sync and something new emerges, where it was not possible before.

## **Tribal Leadership**

One of my favorite books is Tribal Leadership, by David Logan. His research is based on language that he noticed and observed in work environments. Using language as a metric of culture, give each level a catch phrase that captures the energy of the culture. From “I’m great and you suck” to “we’re great.” Studies show that the “we” cultures perform better. The health of a system depends a lot on the communication that happens between the parts. As a leader we need to make that leap.

## **Reinventing Organizations**

One of the cultural breakthroughs identified by Frederic Laloux, in Reinventing Organizations, is about wholeness. We all wear a mask at work, our persona, which is small fraction of who we are. Especially with respect to our emotions, body, and intuition. Those channels of intelligence are not valued or welcomed in many professional contexts, and in society in general. Without these we are making under informed decisions.

## **Emotional Intimacy**

Emotional Intimacy, by Robert Augustus Masters, completely changed my understanding of my own emotional experience. Forget about articulating it. But to perceive my own experience. What happens in my body. I felt my emotional intelligence had completely changed. Such a rich field of exploration. Nuanced, complex, subtle. I love sharing this with clients.

Agency in action is secondary to the more feminine practice of allowing, receptivity. Skillful response can only come from letting in the info. If our reaction is more reactive it is not coming from our best self. In an organizational context this will be disorienting - to take the time, to feel, to let the info sink in.

Also a gift from Robert Masters, sometimes what you feel is nothing. Important to notice we are feeling numb. By naming that and giving it space, that can shift. This happens frequently with conflict. When you have

an intense charge, the overwhelming emotions can turn to absence of emotion. That is okay. Slowly thaw, and let stuff come to the surface. The tendency of the human mind to dissociate from overwhelming situations is a good thing. Honor the natural creative intelligence of the nervous system, decide when something is too much, rather than short circuiting and blocking it out. It is important to not shame ourselves for not feeling things.

### **What makes you a unique practitioner in your field?**

This idea of life as a practice. I help my clients develop. They have relatively short term goals I'm supporting in direct way. That is the beginning for them. What I try to impart is the orientation of conscious evolution. They become conscious of the fact they are an evolving being in an evolving universe. Evolve or die...

### **Wake Up, Grow Up, Clean Up & Show Up**

My clients learn to view every moment, situation as another opportunity to practice. What is the practice? Wake up, grow up, clean up, and show up (from Integral Theory.)

**Wake up** - see ourselves as the Whole, nondual love

**Grow up** - mature, as a self responsible joyful adult.

As Jonathan Gustin teaches - be able to give and receive love fully.

**Clean up** - healing and integration, becoming aware of our shadow material.

**Show up** - purpose, embodiment, leadership, full participant of life process. Stay engaged with whatever is.

When I have that orientation I stop judging myself about where I am, where I ought to be, or what kind of results I generated in my sales month. I view whole thing as a never ending work in progress, with higher levels always available. I let go of the fantasy of sometime I will get "there" and relax. All is perfect and will continue - just keep going.

## **What Is Success?**

This is a very important question for my clients and for their companies.

What shall I do as a person - evolve or die? This is a little bit of a metaphor, but also literal. I don't know what you as an individual should do because I don't know where you are at. But my belief is that for anyone who has an impulse toward self development, lifelong learning, there will always be places in our life that is an evolving edge.

We have our comfort zone. Sometimes it is beneficial, and sometimes holds us back. Then there is the overwhelm zone, and the space between comfort and overwhelm, the zone of proximal development.

Where is my mastery taking me? Find the support you need to answer that. As Thomas Hubl says, in order to get your ticket onto the awakening bus, you make the commitment that if don't know something you find out. I put myself in a position of being uncomfortable.

### **Purpose, Discovery, Embodiment.**

I take a holistic view of health, work, spirituality, etc. Purpose is key to transcending time management. The path of purpose brings you into contact with ways we keep ourselves small with limiting beliefs. This is deep, yet practical work. If you are not lit up, it will be hard to be successful in a meaningful way.