



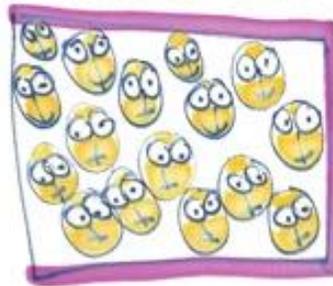
Welcome to the planning meeting!

Please take a seat in the circle. Write your name and add a picture if you wish.

AGENDA
Transfer in
Hopes&Fears
Short Diagnosis
Looking into the future
Theme and givens
Date for the MC
Cosine circle

November 2013

THE ROOM - FULL OF EXPERIENCE



www.haville-photografie.de

Wisdom of the Whole.

Dear Genuine Contact colleagues and Friends!

The Wisdom of the Whole has the potential to find solutions that we cannot find alone. Inviting with the Wisdom of the whole organization, team, or family s essential for dealing successfully with change on a constant basis. GC Professionals are dedicated to create spaces where everybody can strengthen their trust in the wisdom of the whole because they experience it's power.

In this Newsletter Doris shares her learning about Co-Leadership – a

result of embracing the Wisdom of others. Chris Weaver talks about Conscious Decision Making that invites the Wisdom of the Whole. Preeti & Rahulji , participants of the workshop 'Leadings and Acting from a new level of Consciousness' wrote poems and on the topic and Richard shares his powerful for Online Open Space Meetings – as a powerful way to collaborate genuinely.

I hope you enjoy this newsletter!

much Love Anna Caroline*



Changing
the world

—
one
meeting
at a time.

Dancing in Co-Leadership by Doris Gottlieb

I've been thinking a lot over the past years about co-leadership, what it means, how do I experience it. How does it show up? What are the effects on a group? And I continue to be fascinated with it, it feels so right that we can lead "together" and yet it has been elusive. I decided to share some of my musings about what I have been learning over the past years.

I remember my first GC Summer Academy in 2009 near Berlin. We were looking at different aspects of

leadership and at the time I had many doubts about what Leadership was, not to mention what Co-Leadership was. Yet during the summer academy co-leadership showed up, and quietly began to enter my awareness. I don't think I would have called it that at the time, yet I have this powerful memory that first meeting.

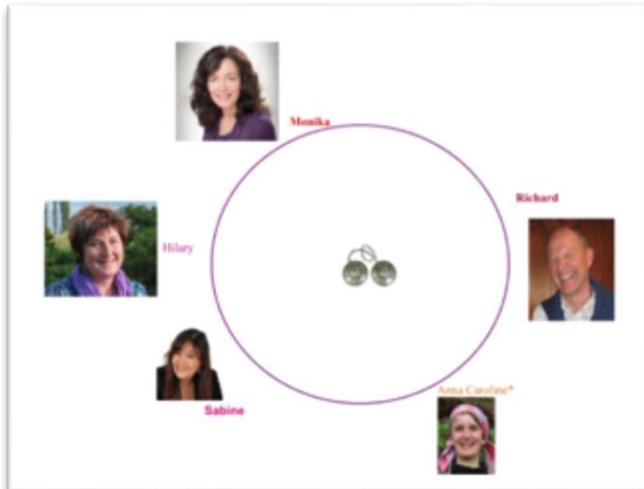
Interestingly, I realize now it became visible in the management quadrant of the Medicine Wheel Tool. Let me explain; there was a young man there in the role of fire keeper and he had a lot of administrative responsibilities one of which was to carry many materials back and forth from the workshop room to the main office of the conference center. It was a long walk, and he did this alone in the first days. The workshop continued, and then at one point I realized that people

were helping him to bring things down and back. And then, at some magical point, without his asking, things that he needed started getting brought down and back. A sense of ease among participants about the logistics ensued as people also started making other decisions about things as well. There was a perceptible difference in the way that we were engaging the logistics, we seemed all to be thinking about all of our needs and taking leadership to get things done.

Co-Leadership often has confronted me with my own ego.

Doris Gottlieb
Leadership Management Team member
since 2012

One of my last experiences of Co-Leadership took place during a Leadership and Management Team (LMT) meeting a few weeks ago. Since we're spread across the world we meet



online, one of us taking responsibility to be the facilitator for each meeting. Last month was my turn. I was ready but the software for my computer had other plans. So there I was, unable to enter the meeting. I had prepared the meeting earlier, sent out the agenda and communicated with everyone about their needs. I had given myself good time to be in the "room" early all was good. And yet, my computer could not enter the virtual environment. Impossible. Everyone else

"To lead together you also need to know when to follow. Co-leading is also about following the other leaders."

Doris Gottlieb

entered, they were waiting for me. I was online with the helpdesk..10 minutes, a call from a colleague if I had any idea when I could get in. Twenty minutes, the help desk person at blackboard told me he had to escalate my problem to level two -- never a good sign -- and that the answer would come to me in 48 hours. In the meantime, the group entered, made the virtual space, created the circle, agenda, etc.. Sat in a

circle and another of us stepped up to facilitate the meeting. I listened to it afterwards. Although I had personal feelings of frustration, what was so beautiful is that the meeting went well and all the points we had hoped to cover were covered. Here are some of the things I am realizing about co-leadership based on my experience in our GC community and in working with different clients where I also have seen it appear.

To lead together you also need to know when to follow. Co-leading is also about following the other leaders. In one program I have been working on for many years, I work with young students. I have two co-coordinators of the program who work with me. They are usually

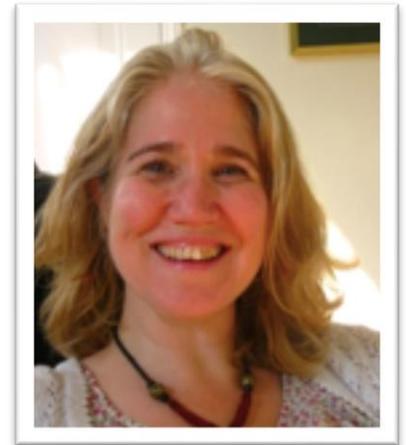
in their early twenties, most of them have never been working to facilitate or lead groups. They are in business school, we design the program together, we work closely together and we are in co-leadership. This has taught me about stepping back. There is much temptation to play the role of experienced leader. Yet when we work together well, I notice that I often am relying openly on their wisdom, no one is more or less. Colleagues have criticized this -- telling me that i must know better as the formal project leader, the experienced consultant and the older member of the team. I have seen my responsibility in creating the conditions, the givens of the program, the design the container we work in...from there on it is co-leading and it is humbling and beautiful to experience. Co-leadership seems to go hand in hand with the Medicine Wheel Tool. Over and over I have seen

that working with MWT has been a pre-requisite to really allowing for co-leadership to emerge. Just simply, if we all share and understand our purpose, leadership, vision, management, relationship and the whole, then it is easy to step up and do what needs to be done. Until we are clear on this, people seem to dance around, checking the waters, unable to jump. It may even be that when there seems to be an issue with people not leading together, then it is a moment to re-explore the MWT. And I have learned that it takes time for the words expressed in the MWT rounds to sink in...and in that sinking it can feel really uncomfortable. Sticking to it is the only way to let things integrate.

Co-Leadership often has confronted me with my own ego. For example, when I see people step up and lead in ways that I could not and am confronted with their talents. I sometimes hear that internal voice that says, hey I should have done that, not because I can do it better, but because -- well, I am afraid or envious. So being in co-leading positions has required me to look at myself, to be brave in confronting some of my more shadow sides, and be willing to learn and transform them.

I am loving learning to walk this walk of leading together, of

creating together and feel that there is still so much to learn. But it has been a wild ride since 2009 when this first entered my consciousness.



Wisdom of the Whole: What does the picture speak to you?



I feel whole ~ by Preeti

I feel whole
 Empty yet complete
 Like the circling dervishes
 Infinity in me
 A circling whole

A whole is a circle
 A dot is a circle
 The globe is a circle
 We all are mere points in this universe
 Where the sun and moon glow and move
 Yet we are complete in our very being

A well is a circle
 Of unmeasured depth
 So are we empty and complete in every sense
 Alone, together, as a group
 One voice, spoken through many me(s) and you(s)
 The blessing of being in a circle with me and you
 Is this, here, now, being whole without end



~ Preeti from Mumbai, India

Participated in Leading and Acting
 from a New Level of Consciousness
 Oct 2013



!!! Videos from GC workshops in India, October 2013

- 1. Seminar short version - <http://www.youtube.com/watch?v=J1YH66o7VEo>
- 2. Testimonials - <http://www.youtube.com/watch?v=F90Y505tUNw>
- 3. Gratitude Shell award - <http://www.youtube.com/watch?v=-0zezIzdzgo>

The real voyage of discovery consists not in seeking new landscapes, but in having new eyes
 ~ Michael Proust

The quote captures the essence of the journey that I am on... For the past three years I am exploring the world with new eyes; eyes which are looking for the unknown both within and without, understanding how powerful doing nothing really is, also expressing and understanding myself through random bouts of isolation spent in reading, writing, listening to music, watching movies, singing, dancing, lots of smiling, a little bit of cooking, yoga and travelling. I also like spending time with babies they bring so much joy! I walked out of the corporate world after spending 3 ½ years in the Human Resources team post my MBA course.

I now believe in natural action. No service. No big buildings. Just help those I can touch. J Krishnamurthi's words resonate with my ideas for myself and the world, "*The happy man is the truly religious man, and his very living is social work.*" Hence I say I am in this phase of understanding myself and being happy thereby co-creating environments such that every place I go to feels like home and everyone I meet is family...

My aim from every new experience is to explore how spirituality finds an expression through all of us, being unconditional, deconditioned, open and empty all the time.

Preeti, November 2013

New Consciousness

Deep in to the realms
Of truthful soul
Inside Consciousness of self
Ever widening

Intelligence of human mind
Coming forth
Varying resonating energies

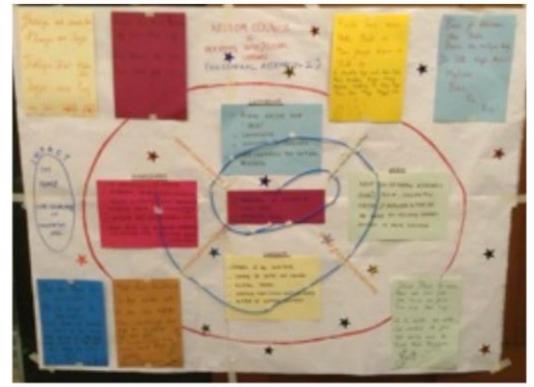
Tuning in
Touching each heart
To synchronize in
each of different minds

Yet producing
Lovable vibrating sounds
The waves of
Conscious shift in vibrations

Bringing in soft breeze
Passing by
Changing in slowly
But perceptibly
Develop it slowly, MAN!!!
Change is inevitable
Will be inevitable

And would come some day
With love spreading all over...

By Rahul Uppal



This is Rahul Uppal – thank you for your contribution!



Five to Fold:

A Methodology for Conscious, Purpose-Centered Decision-Making



I like that the theme for this newsletter is *wisdom of the whole*. Fifteen years ago, when I was a teacher at a school for Native American children, one of the Elders from our community used to counsel us about leadership, reminding

us frequently that *the wisdom comes out of the circle*.

Over many years of working in educational organizations, my colleagues and I have explored a guiding question: *How does an organization make decisions in a practical way that honors the wisdom of the whole?* Incrementally over time I developed a practice called *Five to Fold Decision-Making*. When Birgitt Williams facilitated a retreat for me in 2004, she recognized the value in our practice, and urged me to write down the steps for the first time. I did so, and shared Five to Fold with the Genuine Contact community, where it has been used for several years for formal and informal decisions. GC professionals have shared it with clients, and people continue to be happy with its usefulness.

Five to Fold has found a natural home, fitting beautifully within a Whole Person Process Facilitation meeting. The Medicine Wheel Tool provides a deep way to structure any proposal that is brought to a Five to Fold process for a decision that embodies the wisdom of the whole.

My own experience has shown me that Five to Fold has some powerful effects when used regularly. It fosters a culture of trust and personal responsibility. It provides a container, with silent reflection at its center, in which individual purpose and organizational purpose creatively align around each decision. Five to Fold honors intuition and all perspectives, including dissenting ones. It also provides the group with knowledge of where the energy is strongest for moving decisions into implementation.

A full description of the process is beyond the scope of this short introduction. I am happy to report, however, that Thomas Hermann in Sweden and myself in North Carolina are working together to share Five to Fold with a wider community. We are updating the written Genuine Contact resources about Five to Fold, which will be available early in 2014. We are also developing a Five to Fold Workshop that will be available in both virtual and face-to-face settings. We intend to offer our first workshop online in the first half of 2014. We will enjoy sharing these opportunities in this newsletter and on the Genuine Contact email lists when they are ready.

*Yours Truly,
Chris Weaver*

Genuine Contact Co-Owner
Asheville, North Carolina, USA

How to access the Wisdom of the Whole Online



by Richard Schultz

As a global, widespread organization, the GC community has been effectively connecting the threads of our knowledge and wisdom from all over the world. These skills and the expertise that we have developed in doing this, also holds a great opportunity for our clients. Many leaders and organizations conduct online meetings with their staff or clients. However, despite all the new technology, most are still doing "webinar-like" meetings rather than engaging, interactive meetings like we do within GC. Webinars do have their place, but we all know the power of methods like OST for engaging the creativity and wisdom among participants.

That is why we wanted to create an online OST solution that was as close as possible to the f2f OST meetings that we all know and love. We started with the best of intentions, our experience from online meetings, some technological "know-how" (Richard) and research of online collaboration (Eiwor).



Online facilitation is easy and then not so easy! We really had to go back to the core of OST and consider how the essential elements could be transferred into an online space without losing their energy. We are excited about the online OST solution we came up with and have been getting excellent feedback! We are continuing to learn and enhance our solution based on feedback and experiences.

How might you benefit from what we have developed? We invite you to collaborate with us! For example, if you are interested in offering your clients an online solution to combine with the f2f facilitation work you are doing, we would love to partner with you. Not everyone has to invent their own solution. Instead we can build and expand upon our mutual expertise.

Finally, we think offering our clients solutions for online collaboration can be a big advantage and something that can uniquely position GC professionals in the market. We will be seen as reliable and capable because this is the way we do our work. We walk our talk!

Eiwor Backelund - GC Co-Owner and Trainer
Richard Schultz - GC Co-Owner and Trainer

To find out more about us, check out our bio's at <http://www.collaborativeways.com/AboutUs>

NEWS

Save the date!

GC Mentoring Circle Online

'Genuine Connections to
grow ourselves,
our organization and our
world'

6th, 7th +9th of January 2014

5pm-8pm CET

Inspiration

Life in itself is so
beautiful that to ask the
question of the meaning
of life is simply
nonsense

~ Osho

If you
stumble,
make it
part of the
dance

all
you
need
is
less

Intentions

Autumn Academy 2014 & International Mentoring Circle in India

Anna Caroline attends GC Autumn Academy in India 2014