

INTEGRAL LEADERSHIP

**THE FUTURE OF LEADERSHIP IS INTEGRAL
INFORMED BY UNITY**

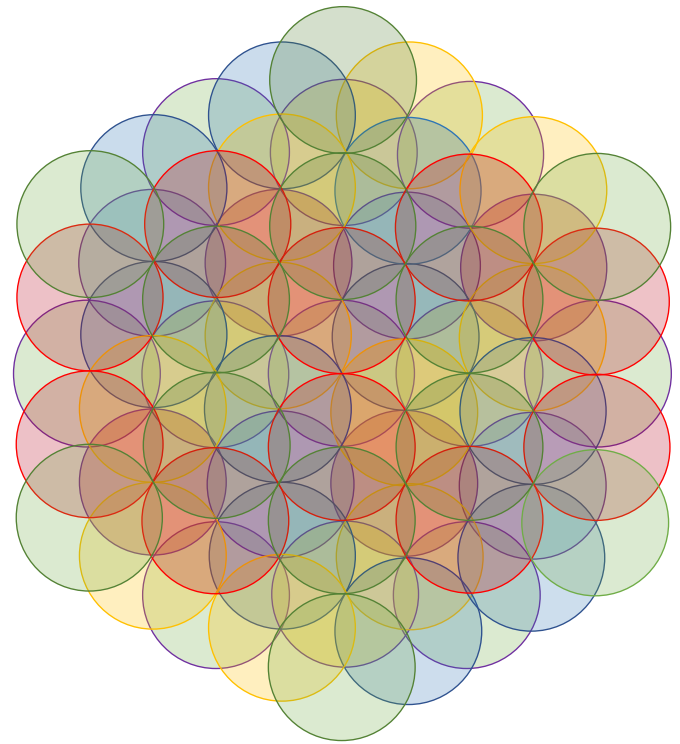
**LEADERSHIP
CIRCLE®**

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At this most pivotal time in human history the challenge leaders face is way beyond VUCA. The challenge for leaders today is to righten civilization, to literally re-invent society from the ground up; From first principle—Unity; From zero point. The current order is imploding. It no longer works. We know that going back to normal is a catastrophe. Leadership is now compelled to take responsibility for the welfare of the whole planet. Integral Leadership is required.

—Bob Anderson



We are excited to announce a new offering by Leadership Circle: *Unity In-Formed Integral Leadership*. We all know that humanity is at an inflection point and that this moment in human history requires an unprecedented level of leadership.

The world has become exponentially more complex. Our organizations are stretched and strained by the complex forces emerging on all fronts. Covid persists. As office space opens, employees are choosing to work from home. Talent acquisition and retention is challenging with ‘the great resignation’. Global supply chains are severely constrained, and inflation is rearing its ugly head. In the leadership vernacular, VUCA has been augmented by BANI - ‘brittle, anxious, non-linear and incomprehensible’.

And if that were not enough, at the time of this writing, climate scientists have published the direst report yet and Russia is waging a brutal war on Ukraine. The foundations of our current order of civilization are shaking if not imploding. Back to normal is not an option. It is a death sentence. This moment in planetary history calls us to create a new, higher order of society.

Our future depends on how we rise to this moment. The leadership challenge before us is not merely managing through turbulent times. We are challenged with rightening civilization. As leaders, we must navigate VUCA/BANI and, as we do so, we must

position our organizations to contribute to a new and thriving planetary future. This puts an unprecedented demand on the accelerated development of highly conscious and effective leaders at every level of the organization.

As leaders, we are challenged to rewrite and rebuild civilization from the ground up, from zero-point up, from first principle—the inherent unity of all things. Nothing else will do.

It is going to take an unprecedented level of conscious and effective leadership to usher in a thriving future. Creative leadership is not robust enough. Unity In-Formed Integral Leadership is required. *We believe that this is the future of leadership.*

UNITY IN-FORMED INTEGRAL LEADERSHIP

At the Leadership Circle, we have played a major role in making conscious leadership best practice world-wide. We have described the business imperative for a consciousness-based approach to the development of leaders individually and collectively. We have primarily focused on the transition from Reactive to Creative leadership. We now turn our attention to the transition from Creative to Integral leadership. We are convinced that this form of leadership is most needed now.

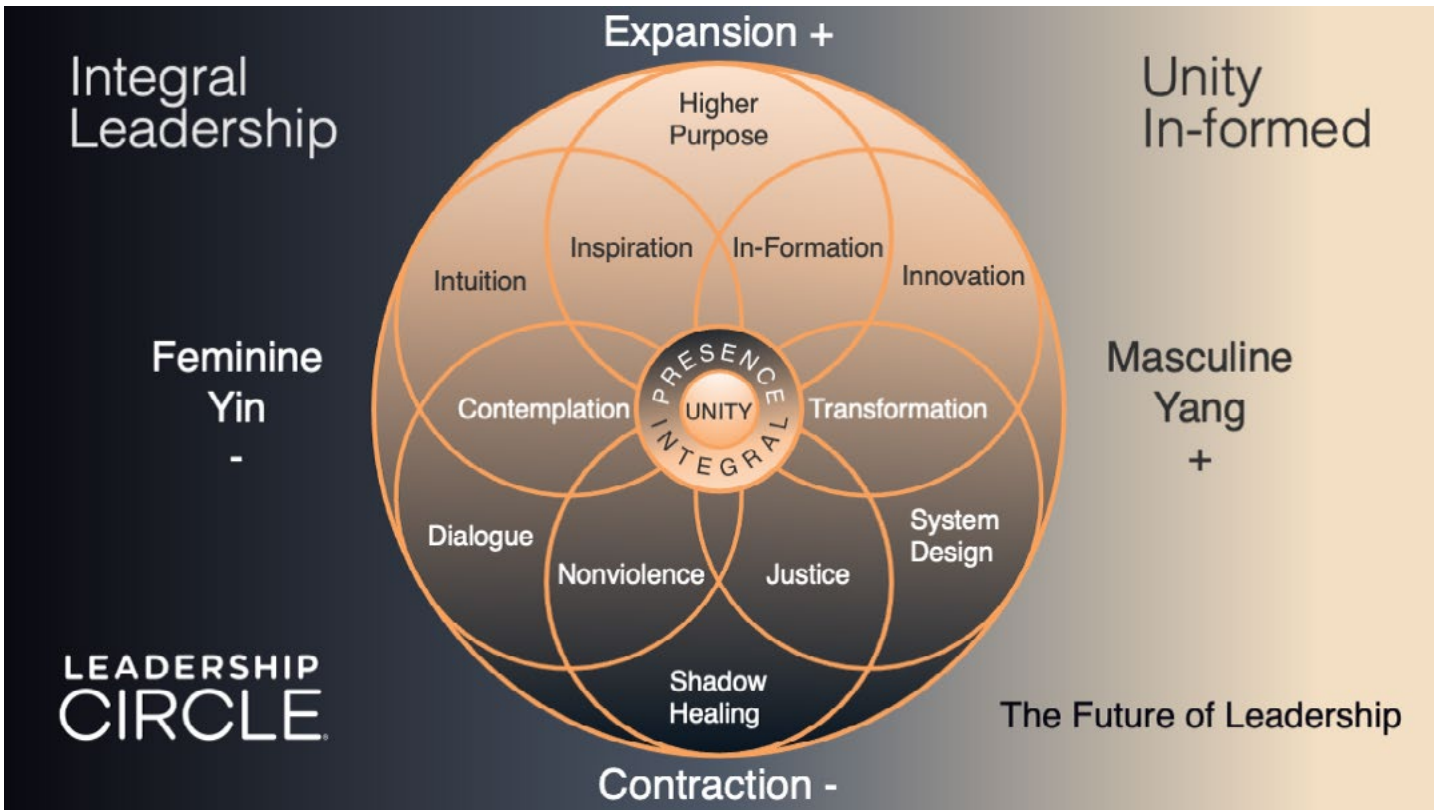
Integral leadership is underpinned by what Bob Kegan calls the Self-Transforming Stage of development—a very late/advanced stage of adult development. As such, it is porous to the inflow of information (intuition, light, energy, grace) from the higher levels of consciousness—Unitive levels. Therefore, Integral leadership is founded on the presumption, if not the direct realization, of the inherent unity of all things. This makes for a very high form of moral, systemic, and effective leadership.

This workshop is based on a model of Integral Leadership developed by Bob Anderson. It is the result of a four-year journey that has taken him on a deep dive into the leading edges of physics, cosmology, biology, neurology, geometry, psychic research, shadow work, energy healing and contemplative practice. It represents a new leadership paradigm capable of integrating and supporting the practices through which integral leaders lead and develop.

The challenges of these times put innovation at a premium. Not only must we be individually and collectively intelligent, but we must also be *ingenious* as we invent new and, as yet unknown futures. Therefore:

The integrating focus of this workshop is on developing Integral Leaders capable of generating innovative, technological, and systemic breakthroughs that transform our organizational and planetary future.

In this workshop we will experience the key practices that comprise Integral Leadership and that result in catalytic innovation.



THE INTEGRAL LEADERSHIP MODEL

The Model at the center of this workshop is composed of seven core interdependent elements underpinned by the leading edge of science, thought leadership, and practice leadership. In this workshop we will explore and experience:

Unified Science: Niels Bohr once said, *“If quantum mechanics doesn’t shock you, you haven’t understood it yet.”* This workshop presumes, and will be conducted from, a new paradigm of reality. At the leading edge of science (from multiple disciplines) is emerging a unified theory of reality that describes the universe as a quantum field of unbroken wholeness. In this reality, consciousness is fundamental—inherent and prior to the emergence of energy and matter, time, and space. The universe (and everything in it) is emerging from and in-formed by a unified, entangled, holographic field. Everything is a field, everything is intelligent, and everything is completely interconnected—including “solid” matter, including you, your team, and your organization.

This corresponds with everything the world’s wisdom traditions have been telling us for several thousand years

Albert Einstein said:

Concerning matter, we have been all wrong. What we have called matter is energy, whose vibration has been so lowered as to be perceptible to the senses. Matter is spirit reduced to point of visibility. There is no matter.

Everything is energy and that is all there is to it. Match the frequency of the reality you want, and you cannot help but get that reality. It can be no other way. This is not philosophy. This is physics.

Understanding the fundamentals of how reality is constructed, self-organizes, and creates, allows us access, embody, presence and enact our full potential as leaders, innovators and creators. It encourages us to stop dismissing and step into our higher, subtle, intuitive, and super-rational abilities through which we discover, innovate, and co-create the future that wants to be born in and through us.

At the Integral level of leadership, the experience of working in/with the unified field is not something we visit occasionally as a balm to our habitual experience of separateness, but rather the foundational state from which we meet the world. Integral leaders are literate with specific energetic practices that generate frequencies within which we become available for high streams of intelligence, insight, and innovation.

Unity In-formed Presence: Unity is the core presumption of Integral leadership. Reality is an unbroken wholeness. There is only one, manifesting as many. We are all and only one. When leaders more fully understand, experience and embody this principle, they become increasingly aware and present. A leader standing in full presence is embodying a resonance matched to the reality they want to create. This is their highest impact in any circumstance. All of the elements below require the leader's full presence and expand the leader's capability and impact. Becoming more and more present is a central leadership practice.

We define presence as: "I am here, and I am available". Here with *all* of me in interdependent flow, fully available to you, to the world, and to the subtlest whispers of insight and innovation.

Higher Purpose: Creative leaders are self-authoring their future. Integral leaders are authored by that which is larger than self. They allow their lives and their organizations to be authored by an emergent and unknown (or only dimly perceived) future. They have surrendered egoity and are in service of what wants to come through them and their organizations. They are servant leaders discovering, innovating, and creating at their individual, and our collective, evolutionary edge. As such, they are constantly inquiring and discerning the perennial questions: "What is life wanting of me/us now? What is being asked of me?" The answers to these questions are not rationally deduced, but intuitively informed and lived.

Shadow Healing: For every action there is an equal and opposite reaction. If we want to go higher, we must go deeper. The pull of purpose is transformative. It pulls us forward. And it pulls us into transformation by calling up parts of our personal and collective lineage that we naturally had to dim/freeze during our development to move forward. These parts sit in us as frozen blocks of energy, limiting and distorting our capacity for full, embodied presence. Integral leaders develop the capacity to fully and somatically engage the traumatized, disowned, opposite, fragmented, unintegrated shadow elements within themselves (and in the collective) with courage, curiosity, and compassion. As this internal capacity matures; We become more powerfully and compassionately present; We become more able to intuitively access and work with subtle information and energy; And, because we can hold the full complexity of the self as a microcosm of the system, we become more able to hold, in constructive dialogue, the complex, discordant, functional, and dysfunctional elements of the systems we lead. In this fiercely compassionate dialogue, we catalyze coherence, breakthrough innovation, reconciliation, and transformation.

Intuition: Wordsworth said, *“We lie in the lap of immense intelligence. We are the receivers of its truth and the organs of its activity.”* Integral leaders have highly refined intuitive capabilities. They have a well-developed personal practice that allows them to extend the frequency of their field to a level that is coherent with the frequency of the breakthrough idea/innovation they seek, thus allowing it to be downloaded. This capacity is both individual and collective. They have the capacity to show up in a fully embodied presence resonating the very frequency that enables the collective field, in dialogue, to access that which is trying to be discovered. As such, they are a healing, transformative, and creatively generative presence in every encounter.

Dialogue: Dialogue is a collective intuitive process for downloading and inventing the future. Creative leaders presume the rightness and completeness of their vision. They advocate authentically for that position. Integral leaders expand on this capability by paradoxically presuming the partialness of their own perspective. They suspend certainty and knowing. They move beyond many of the strategies of control they have so assiduously developed. From states of deep presence, they inquire together into what wants to be known. The embrace of their shadow allows them to see conflict (especially long-term, embedded, embittered conflict) as evidence of the partialness of their position and the need for the corrective influence of those with whom they disagree. Integral leaders can orchestrate dialog, at the edge of unknowing, by creating a safe, loving and coherent field for the reconciliation of discordant opposites and for the emergence of breakthrough insight that transforms (individually and systemically).

Innovation: Back to normal is not an option. We need to invent a radically new future. We need breakthrough technology, organizational, financial, economic, political, and geopolitical structures. The discoveries, insights, breakthrough ideas and innovations that usher in the emergent future are intuitively in-spired in response to our conscious intention, hard rational work, and intuitive receptivity. Integral leaders have personal practices that significantly increase the likelihood of having breakthrough discoveries. This is what we call genius. They can also orchestrate the collective conversation, a dialogue of unknowing, that attracts to the group the very insight most needed. This is how we download our future. This is how we transform the system. In this way, our contemplation (individual and collective) becomes our transformation.

System Transformation: Integral leaders are systemic thinkers and designers. They are focused on innovating and architecting the structures that naturally generate a just, sustainable and thriving future for all stakeholders in the ecosystem (including the global ecology). All the above practices in-form systemic design—designed for purpose, built on innovative technology and structure, inspired by intuition and free of the unconscious bias (shadow distortions) that were embedded in prior systemic designs. Integral leaders have repeatable, scalable practices for systemic transformation.

AS A PARTICIPANT IN THIS WORKSHOP, YOU CAN EXPECT TO:

- **Mental Models:** Upgrade the outdated aspects of your current paradigm with the emerging unified model of reality that integrates the leading edge of science (physics, cellular biology, neurology, etc.), psychology, bioenergetics, and spirituality into your practice of leadership and systemic transformation.
- **Innovate, Innovate, Innovate:** Greatly enhance your individual and collective capacity to innovate the future.
- **Energetic Practices:** Learn energetic, meditative practices that alter your state, amplifying and raising the vibration of your energetic field (and a group's field) enabling breakthrough ideas and innovation to download and manifest.
- **Touch the Field:** Learn how to create a coherent field that powerfully supports generating breakthrough ideas and translating them into innovation and transformation.
- **Purpose-Vision:** Discern the purpose that now wants its way in your life and leadership. Let go to the emergent vision that is authoring you.
- **Shadow:** Deeply face and profoundly heal shadow aspects within you that limit your leadership, that limits your innovative creative capacity and the power of your leadership presence.

- **Leadership Presence:** Deepen and expand the power of your presence for far greater influence, impact and effectiveness.
- **Intuition:** Open and enhance your intuitive abilities resulting in easy, natural access to subtle information, transformative insight, and creativity.
- **Dialogue:** Learn to hold dialogue beyond the edge of what we know (in the tension of our not-knowing) and, in deep listening, allow the future to emerge through the collective field of inquiry.
- **Breakthrough:** Use all the above for creating breakthrough innovations and systemic transformation.
- **Application:** Explore commercial, culture and systemic application of all the above to your current leadership context and challenges.
- **Community:** Learn with and from an amazing group of highly creative senior leaders and senior consultants from around the world.

YOUR COMMITMENT

This is more than a workshop. It is a threshold experience. It is intended to profoundly initiate you into the highest, broadest, and deepest levels of leadership. In that sense, it is a Mystery School, a Wisdom School for Integral Leadership.

If you are to get the most out of this experience, you must commit to the following:

- **Attend every session:** This work is very experiential and although we will record virtual sessions, it is not the same as being in the experience. Furthermore, the gathered community of leaders is a growing, evolving organism. Your participation in every session is in service of the community. There are, of course, exceptions, but plan on attending all sessions.
- **Keep strict confidentiality:** This experience builds a strong community of vulnerability and transparency. Therefore, everything that happens within the workshop will be honored and kept strictly confidential.
- **Practice:** What you get out of this experience is directly related to engaging the practices introduced daily. Plan on setting time aside daily for energetic, reflective practice.
- **Deeply encounter yourself:** This is a very deep and powerful experience. We will open very high and powerful energies and we will drop into our individual and collective shadows together. This work is very vulnerable. It will take place within a very safe and compassionate container. Choosing to enroll in this experience is a strong commitment to yourself and the group to work as deeply within yourself as you can.

- **Meet in practice groups:** Between sessions you will be meeting with a peer support group of four leaders to share learning and to discuss application of that learning to your creative endeavors.
- **Apply what you are learning:** Much learning will happen in the field as you apply what you are learning within teams and organizations you lead. Commitment to application goes with enrollment.
- **Share your learning:** You will learn as much from other participants as from the faculty. Leaders learn out loud. Sharing what you learn openly, transparently, vulnerably is expected.
- **Suspend your hard-earned mental models:** We will be working in territory that is often dismissed as impractical and not business relevant. This is generally because it conflicts with our current mental models of how reality works and what is effective. To get the most out of this experience it is helpful to set your current mental models aside and experiment in new territory.
- **Coaching:** We strongly recommend that you be in a coaching relationship throughout this program with someone who can work very powerfully and deeply with you.

LOGISTICS

This workshop will be composed of asynchronous, synchronous, and residential deep dive sessions. We will begin with six 3-hour and 15-minute sessions every two weeks, followed by a 5-day residential session. Three virtual sessions will follow the residential session.

Virtual sessions will be held from 10:00 AM to 1:15 PM EST on:

- Tuesday, March 14, 2023
- Tuesday, March 28, 2023
- Tuesday, April 11, 2023
- Retreat, April 24-29, 2023, at [Coco B Isla](#), Isla Mujeres, Mexico
- Tuesday, May 9, 2023
- Tuesday, May 23, 2023
- Tuesday, June 6, 2023

Residential Session: [Coco B Isla](#), Isla Mujeres, Mexico

Coco B Isla is located on the Island of Isla Mujeres in the Caribbean Sea a short distance off the coast of Cancun, Mexico and easily accessible by ferry. It offers four luxury villas on the exclusive west coast of the island. We have booked all the villas for this event. Villas are within five minutes or less walk of each other. Taken together this is an intimate beach hotel offering ocean views, infinity pools, terraces, access to the beach, rooftop terraces with stunning 360 views of the ocean, wonderful dining areas, and great cuisine.

- The entire workshop will be supported by an online community portal for storing recordings of our meetings, course resources, other materials and will host a community blog
- Will include digital modules to support learning
- Supplemental faculty support sessions: Open sessions for anyone who wants to attend. These sessions will be scheduled later and the agenda is open. Participants will work with whatever is emerging.

COST

The price for this workshop:

- Corporate Leaders: \$15,975 USD
- LCP Certified Practitioner: \$15,975 USD
- Practitioners referring a client will receive \$5,000 off their ticketed price.

FACULTY

Bob Anderson is Co-Founder of Leadership Circle and its Chief Knowledge Officer. Bob has been a pacesetter in the field of Leadership Development for over 30 years. Bob created The Leadership Circle Profile, a 360° assessment, used by organizations worldwide, to measure the effectiveness of their leaders (individually and collectively), chart a pathway for their development, and assess their progress as they develop. He is the co-author of *Scaling Leadership* and *Mastering Leadership*.

Bill Adams is the co-founder and CEO of Leadership Circle. Bill has over 30 years of experience as a trusted advisor to CEOs and their teams around the globe. He partners with leaders to unlock breakthrough performance, develop deep leadership capability/capacity and transformational business results. Bill co-authored *Mastering Leadership*, *Scaling Leadership* and *The Whole Systems Approach*

Nicholas Jani delivers transformational leadership programs that bridge the worlds of

creative, personal, spiritual, and professional development in a uniquely powerful, relevant and accessible way. He has a gift for deep shadow/trauma healing thereby helping leaders lead from deep presence. He mentors chief executives and their teams worldwide. He teaches at the University of Oxford Said Business School and the IMD Business School in Switzerland.

Donna Evans-Strauss currently serves on the Board of Directors at the Barbara Brennan School of Healing. She is also the Dean of Year Two Studies in North America and Dean of Year One Studies in Japan. Donna has taught and mentored others in transformational work internationally for over 35 years. Donna has a gift for helping people open their subtle high-sense perception and working within the individual and collective human energy field to effect transformation.

Chris Thorsen has advised senior leaders for over fifty years. He is a pioneer in the application of Aikido, The Art of Peace, and Bohm's Dialogue to the embodiment of leadership mastery, team synergy and organizational strategy. Chris has developed a practice for helping executive teams intentionally generate and sense the field of creative breakthrough innovation. In so doing, he's helped technology companies lead their industries and international policy institutes establish their global presence.

Joel Yanowitz has over 35 years' experience as a coach and advisor. His approach integrates inner and outer development. Joel has helped countless business leaders drive growth, improve innovation, and build thriving cultures. Joel has hands-on experience launching and running companies. He was the co-founder and managing director of Innovation Associates, the firm that pioneered the field of Organizational Learning and brought the prestigious work of Peter Senge's book *The Fifth Discipline*, to organizations worldwide. He holds a third-degree black belt in Aikido.

