

The AUTHENTIC NEWS

Newsletter of the Authentic Leadership Center

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Your Essence In Action

Winter 2007

Life is Change



We begin the New Year with change at ALC. Kathleen Shanel will be leaving the ALC team at the end of January. As many of you know, Kathleen is completing her dissertation and working on transforming her professional life. Kathleen will be continuing to pursue her consulting career and she is also beginning to teach at universities. We will be honoring and celebrating Kathleen on Saturday, February 24th (see box below for details).

And so Life is Change. Most people who come to ALC have been seeking changes in their lives. It is no wonder, therefore, that the leadership at ALC also undergoes change. Our challenges are how to incorporate change with wisdom, optimism and graciousness. Wisdom requires that we embrace the reality that life is change. Constant change. Just when we get things under control and set, change happens. Our ability to anticipate change and prepare for change greatly lessens the potential shock when it does occur. Optimism is the learned mind set that there are possibilities and opportunities, seen and unseen, in all situations. "Learned mind set" is an intentional term. We can learn and relearn to integrate optimism in our lives. At ALC, we use a number of learning techniques to increase our hope and optimism. Finally, graciousness comes from flexing our gratitude muscles and acknowledging what is right and good in our lives. Reinforcing gratitude and appreciation can be a daily practice for a number of us. As we practice gratitude and appreciation for both the small, simple things and the big, earth moving things, the more peaceful and centered our lives are.

So, 2006 was a year of new beginnings with Gordon Brown joining our team, and 2007 is a year of endings with Kathleen leaving. And, 2007 will be a year of beginnings again as our team adjusts and aligns with change-

using wisdom, optimism, and graciousness. 2007 will be filled with Leading from the Center trainings, Going Deeper, basic and advanced Couples Dialogue workshops, Living Authentically's, Seminars, Compassionate Communication training and ongoing workgroups, and the upcoming Process Nights. We are looking forward to a change-filled and dynamic 2007 with all of you!

Honor and Celebrate Kathleen Shanel

Saturday, February 24th
6:00 pm

Join us and bring your favorite dish to honor Kathleen's wonderful gifts to our community and to wish her well in her life's work.

RSVP with what you are bringing at info@authenticleadershipcenter.com

Quick Notes

Two Couples' Workshops

Elizabeth and Patrick Bell return to ALC in May to facilitate their much-acclaimed **Couples Dialogue** Workshop and then again in July to facilitate their new advanced workshop for couples: **Deepening the Dialogue**. *Details pg. 2*

Leading from the Center

The next life-changing personal excellence workshop, **Leading from the Center**, will be May 18-20 (3-day Session) and June 6-10 (5-day Session).

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Upcoming Couples' Workshops

Elizabeth and Patrick Bell have been facilitating the hugely popular Couples ' Dialogue Workshop at ALC for many years. We are very happy to announce that they will collaborate with us again this year for another installment of this workshop AND they will be offering, later in the year, an advanced couples' workshop. Read the descriptions below to find out more about these wonderful opportunities.

A COUPLES' DIALOGUE: Growing Yourself, Growing Your Relationship

May 4th, Friday Evening, 6:00 - 9:00 pm, and
May 5th, 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 by the couples that attended. The course fee is \$300 per couple, which includes workbooks, class materials, and personal Myer-Briggs reports.



Patrick & Elizabeth
Bell

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 is April 4th** in order to provide enough time to process the MBTI assessments. The course fee is \$310 per couple, which includes workbooks, class materials, and personal Myers-Briggs reports.

DEEPENING THE DIALOGUE: Advanced Couples' Dialogue Workshop

July 13th, Friday Evening, 7:00 - 9:00 pm, and
July 14th, Saturday, 9:00 am - 4:30 pm

Why does it often seem so difficult to have straight communication and to have our communication heard and understood with the people we most love? For couples, positive communication may be one of the greatest indicators of satisfaction with the relationship. Moreover, how conflict is dealt with is also key in working through issues and problems to strengthen the relationship rather than walking away or going dead.

Your psychological type profoundly influences how you communicate, and about what, as well as how effectively you handle conflict. This workshop deepens the Couple's Dialogue by looking at communication and conflict through the lens of the MBTI. You will gain access to having loving and respectful dialogue and together you will create a clear action plan of how to deal with conflict.

The course fee is \$300 per couple, which includes handouts and class materials. The beginning workshop: Couples' Dialogue: Growing Yourself, Growing Your Relationship is a prerequisite to attend this advanced workshop.

You can register for either or both of these workshops on-line on the Resources page of AuthenticLeadershipCenter.com.

The course facilitators, Elizabeth and Patrick Bell, are partners in business and in life. They work together as organizational development consultants and have 28 years combined experience with the Myers-Briggs Type Indicator. They have been married 20 years and have been successful at growing themselves and their relationship while bringing their learning and insights to others for personal and professional applications.

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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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Thoughts from Kathleen Shanel

Dear ALC Community,

I begin this sharing with deep feelings of appreciation and gratitude. How can I find the words to thank you for the last wonderful four years? I truly cherish the times that I have spent with you. There are so many memories of laughter, tears, compassion, and transformation. Thank you for the gifts of your hearts and spirits. I hold them very close to my heart. I am very proud of ALC, our trainings, and the community we all have created. I consider you my friends and family.

I wish each of you love, peace and growth. Although I am leaving the ALC management team, I am not disappearing and will continue, as time allows, to be a part of the ALC community. I can be reached at ksh@winfirst.com.

Love, Kathleen

New Introductory Seminar: *Effective Communication*

ALC will begin offering introductory seminars on the ALC Communication Model beginning on Thursday evening, April 26th, from 6:30 to 9:00 pm. These seminars are intended for people unfamiliar with ALC and the communication model so they may take away some valuable tools as well as get to know ALC and its Management Team.

This is one of the ways we can share with the world what we are doing here at ALC and to meet the people who will fill the *Leading from the Center* trainings for the rest of the year! Help us change the world! Invite anyone you know that might benefit from what we have to offer. More information is on our website and will be forth coming via our weekly Enotes.

Here are a few ideas for managing stress at work:



Go out for lunch. A change of scenery can elevate your mood.

Decorate your workspace. Display any awards or acknowledgments you've received, along with cards or emails from satisfied clients or business associates. These favorable message will encourage your staff as well.

Surround yourself with positive people.

Optimism can be contagious.

Celebrate accomplishments. Even something as modest as a pizza party or a single flower or even an email, can be a great way to say "thanks" for a job well done.

by Gayle Mathe

Coaches'

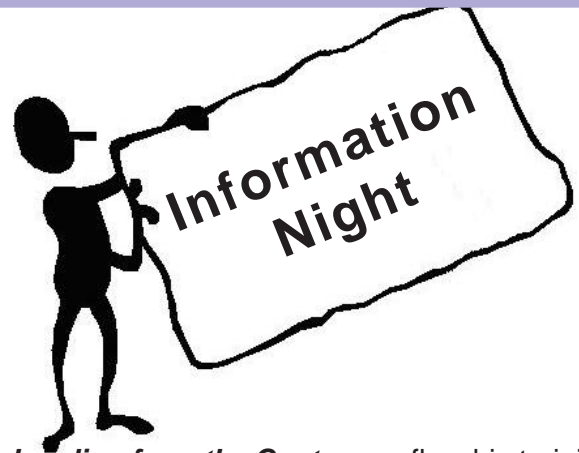
Corner

"Coaching is the art of assisting people enhance their effectiveness, in a way they feel helped and supported"

Thomas Crane, *The Heart of Coaching*

I came across this description of coaching recently. It so closely matches our philosophy at the Authentic Leadership Center, if I hadn't seen the attribution to Thomas Crane, I might have made the mistake of thinking we wrote it!! The philosophy of support, infused with acceptance and a deep respect for and understanding that at our very core, we each know ourselves best, is the very foundation of coaching at ALC.

Through regular coach training, we intentionally seek to support and develop the qualities of trust, adaptability, accountability, integrity, fairness, emotional ownership, and empowerment in our coaches. Throughout the coaching experience, our coaches commit to hold the vision of their participant's goals, request permission, respectfully and reflectively listen, work to uncover limiting beliefs, collaborate, share perceptions and give appropriate feedback. We nurture, support and "be with" our participants fully, and in this way express Thomas Crane's vision of coaching.



Leading from the Center, our flagship training, is based on the conviction that your outward expression of yourself, and your attitude towards your life, your work and your relationships, is a direct reflection of your internal landscape - your awareness, understanding and acceptance of yourself and others.

Join us Monday evening, **February 26th** from 7:00 to 9:00 pm, for an informal evening designed to answer your questions and help you determine if **Leading from the Center** is for you!

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Master Calendar of Events

Living Authentically (Thursdays, 6:30 - 9:00 pm \$15/person, \$25/couple)

February 22nd - Play	March 1st - My Gift
March 15th - Our Parents, Ourselves	March 29th - Drumming
April 5th - New Beginnings	April 19th - Retelling the Story
May 10th - Loving the Critic	May 24th - Sex and Intimacy
May 31st - Forgiveness	June 14th - Inner Wisdom
June 28th - Relaxing	

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

	Session 1		Session 2	Celebrations (5:30 pm)
Spring '07	May 18 - 20	&	Jun 6 - 10	May 20 & Jun 10
Summer '07	Aug 3 - 5	&	Aug 22 - 26	Aug 5 & Aug 26
Fall '07	Oct 19 - 21	&	Nov 7 - 11	Oct 21 & Nov 11

Workshops

Mar 7-11	Going Deeper -Advanced Workshop	Wed evening - Sun
May 4-5	Couples' Dialogue Workshop	Fri evening, all Sat
July 13-14	Deepening ...: Adv Couples' Workshop	Fri evening, all Sat
Nov 30-Dec 1	Compassionate Communication	Fri evening, all Sat

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