

A Leader's Voice

Karin Hamrin & Niklas Lindhardt interviewing Sima Nordlund

The intention of this interview is to share a leader's voice. To share what has manifested in real life from insights and experiences gained in the journey of attending our 9-month transforming leader program.

We hope that sharing a leader's voice will contribute to spread truly co-creational and developmental practices around the globe. To expand our human consciousness to increase true listening and compassion toward self, others and our planet. To open up for the co-creation of a better tomorrow.

1. INTERVIEW

Hi Sima! What is your role? What is the essence of the story you are sharing with us?

I am a serving leader, my value is to underline the potential of each individual, build empowered teams and secure important strategy competencies.

My story is about the assumptions we hold, how we build on them and how they can limit us to be free in our thoughts and ideas. In this case it is about technical innovation and what we call Hackathon (Hack-week). To be specific: in applying a new way of leading, co-sensing and co-activating, we accomplished technical innovation in the performance of an application beyond what people thought was possible.

Can you please briefly tell us a bit about the challenge you faced.

Currently we are middle of delivering our new platform and of course we have few challenges. Collaboration across organization is essential to get the architectural solutions in place, reduce complexity and increase performance.

Can you please tell us about the transformative insight you had, and how that insight made you go forward the way you did?

My insight was around the need of a shared reality. To find ways to co-sense and create co-awareness. And to do this naturally in our daily communication in a way that gains momentum autonomously within ourselves, in interaction with others and in the system. When acting from a shared reality, co-awareness, the collective action holds transformative power.

What intention was formed, shaping the co-creative action?

The intention was to question our preconceived, underlying truths, to see the possibilities and the clarity in the momentum itself where the assumptions will have less value by comparison.

What did you sense, in yourself, others and in the system?

I sensed a need, and longing to create a local hackathon, in our new office. To build a sense of belonging, not having to travel to headquarters for the central one. I noticed how some had strong view on what a Hackathon is and how it should be arranged. My first attempt to align (co-sense) was not so successful due to the strong views, so I needed to wait for the next opportunity.

My sense and awareness were obvious to me, meaning I knew that most of the teams wanted to have time for innovation and have closer collaboration with other units based on feedback from different dialogs and surveys. However, it was a bit of a struggle to get the needed momentum as the other side (other teams and stakeholders) is unknown and that can be uncomfortable!

Given this, what needs did you sense? Who did you need to get onboard in co-awareness and co-activation? How did you go forward?

There was a need to align with a smaller group to create the momentum, so I made a second attempt of the co-sense and co-awareness with some of my leaders (my Scrum Masters and Product Owners) and most of all one of my developers that has such a potential to start this movement and take the lead. However. We still had some strong views and preconceived, underlying truths in the system that hindered us!

I also needed my unit manager onboard to remove some more assumptions, and she was fully supportive. Now we had the needed clarification to go to the next step with an approved budget. Now we had the co-sense, co-awareness, and co-activation. We started to give clarity, assured equal opportunity for everyone to participate at the preferred local office.

Wow, what a process. Beautiful. How did it all play out, when getting into action?

The rest was just magic, how the teams started to come with great ideas, collaboration across organisations (temporary hack-teams was created) and of course there was also free Pizza! [laugh] The central coordinators of Hack-week that was in another site was super excited and supportive that we had arranged a local hackathon! More than 30 people joined, and the result was amazing.

One of our teams won “The Best Software Solution” with a solution that had direct impact on customer experience. The performance of the customer application was improved beyond what was thought possible in this short time.

Wow. Amazing. What an energy you have when sharing this... Have you seen any lasting effects of this new initiative?

Yes! As the result of this collaboration, other similar initiatives have started, and new ideas been discussed. Whiteboard sessions have been held, and more brilliant ideas are coming to life.

Thank you, Sima! We are also curious of insights shaped in you as a result of this intervention?

Yes! A transforming insight I bring with me is to experience how our built-in navigator can lead us when we have the courage to take the first step. When sense/co-sense and awareness/co-awareness becomes so natural in our daily communication in a way that gains momentum

autonomously within ourselves, in interaction with others and in the system, without having the fear of consequences due to false assumptions instead of directing the energy to the momentum.

To trust your built-in navigator. How beautiful! Any other learnings or insights you want to share?

Hmm, yes. There is. To be open minded and adjust your path as you go! That is, follow your path and when you meet others and the system, seek a joint momentum and the possibility of a new road is paved.

And to be true to yourself, the sense is the light of your intuition and awareness is the navigator of your mind and by creating a balance between your sense and awareness, being fully present in the moment, your will create the momentum either within yourself, or in the interactions with others and the system!

Thank you very much Sima. Thank you for sharing. This has been a lovely conversation!

Thank you! It was a pleasure to share.

2. CLOSING REFLECTIONS

[Karins' & Niklas' closing reflections on the story]

What strikes us when listening to Sima is the clarity and courage. Clarity about the space needed for co-awareness and inclusion as foundations for a sustainable and engaging initiative. Clarity and trust in the inner compass and intuition leading the process. These form beautiful examples of being connected to the social field and acting from it.

As for courage, we are intrigued by the courage to act. We often see leaders holding back in the encounter of their inner fears. Common human fears of being rejected, of not knowing, of failing, of being a maverick, an odd bird. Fears of not fitting in the system, and its current paradigm. Just imagine all the initiatives NOT being taken, as we let these fears stop us. All the awareness not being acted on. All the value not being created. All creativity, passion and life not being let out.

We are amazed by the power released in the organisation when co-acting from shared needs and longing. In leadership today, we need more courageous leaders. Embracing both their own inner sensing and the awareness of others. Co-activating for the benefit of many.

About us:

We, Karin and Niklas, hold a range of global certifications in developmental coaching, vertical leader development, the relational organization, sustainable change of social systems, vertical organizational development, self-organizing systems and so on... But this is not the primary reason why we are really successful in what we do.

Many others use this research to compete. A fit right in our Achiever paradigm. "The more developed the better", "Later is greater", "We need to develop", "We must..." And so on. The problem with this approach is that it actually seems to inhibit the very growth and development aimed for. Striving for consciousness expansion is a great hinder for the same. We learn to say the right things, but on the inside, nothing really changes. It is hurtful. And we have seen it closely.

We have found another way. A holistic way. Free from competition. Free from better or worse. We use this research to meet ourselves. To meet every part of ourselves with an open heart. With compassion. With love. And when we do, we start to integrate ourselves. And when we do, our consciousness open up for expansion. We grow from the inside out. Bill Torbert once said something like this in a dialogue we had on this: "Trying to expand your consciousness without integrating your earlier stages properly is like trying to climb a staircase nailed to the floor. It hurts. And it is impossible."

So, in all our work, we work holistically. And people attending our programs and workshops are actually moved. Touched. By meeting themselves. Thru others. For we are all beautiful. And deep inside, we know it!

Get in contact:

We want to spread what we by experience and validation know work within the field of personal and leader development for the emerging future. Get in touch if you sense that our paths may cross, or if you are curious of what we can help you with. www.intotheneew.se karin@intotheneew.se niklas@intotheneew.se