

How to Enable a Transforming Journey

Into The New Whitepaper – Studying a Leader Transformation Program 2023

Background

Starting January 2023, 3 cohorts of 15 are when this paper is written half way through Into The New leader transformation program. This paper summarises observed effects so far. Conclusion at the end summarises what we observe as keys to enable a transforming journey.

Observed effects of the program so far, in short:

- An increase of collaboration and outcomes in organisational units.
- New ways to see and understand collaboration and organisation lead to emergence of new ways forward in the day to day life, with a positive effect for all involved.
- Attendees experience holding a wider range of responses, strategies and actions to address leadership- and organisational challenges in more effective, human centric ways.
- A general increase of wellbeing and self acceptance, and resilience to stress is noted, on an individual level.

Attendee rating

The attendee program rating are collected from ~ 150 anonymous mini-survey notes that attendees can fill in after each full day session. Most quotes also origin from these mini-survey notes, while a few has been shared in dialogue.

NPS* 91,5

Average Score: 9,5 (of 10)

**NPS is a global standard rating based on an attendee's willingness to recommend the program. NPS scores are ranging from -100 to +100. Scores above 30 is deemed as good. Scores over 60 as extraordinary.*

“ After Day 1 I realized that this program will have huge positive impact for me as a person, but I asked myself "how will it benefit VCC?". But now I clearly see how the collaboration in my closest groups have improved significantly, we approach challenges differently, we think differently in how to create new things, seeing new ways forward. I see the same positive benefits with other teams I work with.

Attendee in cohort A ”

“ This course has nothing to do with the agile transformation. It's a necessity for line managers to enable and maximize the power and effectiveness of their organisation!

Attendee in cohort B ”

“ If it wasn't for the leader program, I would have been burnt out by now! Instead, with the awareness, insights and tools I have gotten, I can lead my organisation through these challenges in new ways.

Attendee in cohort B ”

The leadership program shaping the insights and outcomes described in this paper is Into The New "Holistic, human centric leadership for the emerging future of organisation". A 9-month leader transformation program evolving holistic, human centric leaders equipped for the modern, complex organisation. A program weaving a range of modern scientific fields into a coherent whole. A program holding the intention of expanding human consciousness, to lead our organisations in co-creation of a more human centric and effective workplace. For a sustainable world.

Facilitator Observations

On this page, we present our own observations from the program: from sessions, dialogues, coaching sessions and the session retrospective free text commentary.

SELF

- How you know, understand and meet yourself -

- We observe that the attendees have gained a vastly deeper self awareness, leading to increased self appreciation and self love. This leads to a positive shift in overall life experience, both at work and privately.
- We also note an increased awareness of own filters, assumptions and behavioural patterns and how these shape the sensemaking of situations and challenges. This new awareness opens up for alternative approaches to existing challenges.

OTHER

- How you understand, meet and relate with others -

- We observe a deepened understanding of how own filters, assumptions and preconceptions affect the ability to meet others to shape mutuality. And how letting go of these assumptions and preconceptions can totally shift a relation and enable collaboration.
- We observe a deepened understanding of others. Of their drives and fears. Enabling to meet others where they are, and enable their individual traits and strengths to bloom.
- We hear attendee testimonials of increased human connection and openness, leading to better collaboration and outcomes in organisational teams and units.
- We hear attendee testimonials of having developed new ways to understand and meet organisational challenges, leading to co-creation of new ways forward and strategies with positive effect for all involved.

SYSTEM

- How you sense, make sense of and shape your organisation and world -

- We observe a deeper sensing and understanding of how organisational systems work from a human perspective, and how to avoid triggering of psychological fear. Fear that, when triggered, hold people and outcomes back.
- We observe a deeper understanding of the collective human patterns, and how we function and dysfunction in social systems. We observe how this understanding leads to releasing the power of individuals and teams, bit by bit, heartbeat by heartbeat.
- We observe a shift being initiated. A shift from the notion that I as a leader, or we as a leadership team, need to come up with the solutions to organisational challenges. Shifting toward to the insight that the leadership team can shape co-awareness using the perspectives and knowledge of our entire organisation, shaping ways forward deeply anchored in the organisation.
- A widely articulated view among attending leaders is that the program is an enabling foundation to lead an organisation.

Attendee quotes from the three cohorts 2023

“ I have started to apply practices from the program in my team. Sharing. Values. Mirroring. And I note immense progress in my team. Greater openness, deeper connection, greater listening, greater team satisfaction. People look forward to our Friday meetings, because we create connection there. ”

“ I now understand and see the fear connected to our inner psychological figures. How we can avoid triggering fear in the organisation, and in that avoid to limit and hold people back. This opens up for greater organizational outcomes. ”

“ Sharing without striving to give advice and find "the" solution. Immense power! ”

“ I now start the ART sync meetings with a minute of silence. The meetings get notably better. Stronger presence. Better connection and outcomes. ”

“ There is no truth! ”

“ How assumptions can stand in the way of us and our surroundings. ”

“ How fear and values affect behaviour. ”

“ I am now aware of the human inner figures [common human psychological patterns] and see what new possibilities that awareness can shape in a group. ”

“ I just haven't had the chemistry with one of my employees. He was always so defensive. I think that he felt I was labelling and sorting him, which I was. I decided, this time I am just going to listen with an open will, and see where this goes. And I felt that he felt really understood. Our relationship has really changed. We have come to a much calmer interaction. And I start to see the same in other relationships as well. ”

“ The importance of creating a free speaking climate where everyone is valued. ”

“ I now see how much we are all bounded by our own assumptions, and how much sharing situations with others can help understanding yourself. And help us all to grow. ”

“ How important it is to lead by heart. ”

“ I understand and experience the beauty and power of challenging my assumptions. That creates a deeper connection and mutuality with others. ”

“ I am so much more present to my inner [psychological figures] now. To when they are active. I can almost taste them. VERY exciting! I notice I don't judge myself or others in the same way I did before. ”

“ I have evolved enormously in my communication. I think in terms of fear (mine and others), and I am using mirroring. This creates connection. I am deeply grateful! ”

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Conclusions – How to Enable a Transforming Journey

The observations and effects reported in this white paper is half way through a 9 month transformational program. Many of them are remarkable on their own. What do we see as the enabling factors to enable such a transformation?

The space, the holding environment

The Space. The holding environment is a key enabler. A space in which all are safe to be vulnerable. Invited to meet ourselves and explore those meetings with and through others. We see in-, and hear from our attendees, that a deep, vulnerable meeting with oneself can be challenging. In a safe space this meeting is enabled. And when it is, we heal, and grow.

Embracing ALL that we are

Many programs focus on growth, and to succeed is to develop. We don't. We focus on integration. To open to meet ourselves in every aspect with an open heart, embracing what we meet in love. Not wishing for any aspect of what is us to go away. Inviting ourselves to meet ourselves like this open up for healing, integration and growth.

Spend the time together in mutual exploration

We don't do classroom teaching. When we meet in session, we use that time to meet and explore ourselves and each other. In various practices, dialogues, mirroring, experientials, embodied sensing, to mention a few.

To prepare for session all attendees take part of pre-recorded video, constituting our classroom teaching, opening for reflection prior to session.

Make space for integration, holding the process alive

We have seen the importance of holding the process alive, making space for integration. Between sessions, we offer 1-1 coaching, and we invite attendees to participate in triad explorations on the session topics. All this make space for integration, and hold the process alive.

We don't only facilitate – we participate

We, as facilitators, facilitate of course. AND we participate. In every practice. Often not with the attendees, but between the two of us. This makes us part of the space and the journey, which makes significant difference for everyone....

With Love
Karin & Niklas

We, Karin and Niklas, hold a range of global certifications in developmental coaching, vertical leader development, psychology of the relational organisation, sustainable change of social systems, vertical organisational development, self-organizing structures 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 into our Achiever paradigm. "The more developed the better", "Later is greater", "We need to advance", "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 development and expansion is a great hinder for the same. We learn to say the right things, but on the inside we may stay unchanged. It can be 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. And when we do, our consciousness opens up for expansion. We grow from the inside out. The outcomes and effects of that growth is an integrated understanding of the human nature. Of the human in a social system. In an organisation. And what we can do as leaders to craft structures and grow a culture that supports each individual to bloom in their unique way. In their unique talents and gifts. When that is brought into modern organisation, the collective power is released. And astonishing results follow. It is beautiful. And we have seen it happen. Over and over again.