

# A Leader's Voice

## Layering Connecting Practices to Create Engagement in a Team

Karin Hamrin & Niklas Lindhardt interviewing a technical team manager

The intention of this paper is to share the voice of A.G.: A manager in a global R&D organisation, leading a group of XX people, consisting of XX product development teams, developing SW for the automotive industry.

We wish to share her way of introducing and deepening connecting and human centric practices, to elevate connection, team communication and engagement. She is called A in this paper.

Enjoy your read.

/Karin & Niklas

## Interview

*Hi A! We are very curious about how you work with the insights and practices from the Leader Program in your team, to create connection and collaboration. And what effects you see in your team.*

I try to layer practices with my team, to make people get used to new ways. What I love in the sessions with you guys is all the reflective moments, that we come into the room in presence, the minute of silence, 1-1 sharing. I wanted to shape similar connection in my team and have started up small in introducing new practices, and then adding layers. Even though I previously have used breakouts, those have always been in larger groups. Now we use more one to one, and that really deepens the connection between people.

*So, how did you start?*

We started with people to pair up and just share something positive. This alone had positive effect, and people came back with higher energy.

And then when people are comfortable with the first layer I add another one. "Now you have done the sharing for a while. Today we'll add mirroring."

*Wow, we love the layering. Kind of like introducing the practices little by little. Adding more depth and complexity along the way?*

Yes, just like that. And in doing so, I notice that people become better listeners. I see more acceptance towards one another. I see more patience and observe people really listening to each other.

Now I am thinking of layering a bit more. I am drawn to the practices around "What would love say?" "What would truth say?". So, I am thinking where I could spin on those.

In "A Leader's Voice" we want to share what has manifested from insights and experiences in attending our 9-month program "Holistic, Human Centric Leadership for the Emerging Future of Organisation". A program weaving a range of modern scientific fields into a coherent whole, holding the intention of expanding human consciousness, to sustainably lead our organisations towards co-creation of a better world.

We hope that sharing A Leader's Voice will contribute to spread co-creational and developmental practices around the globe. Deepening the human connection, true listening and compassion towards self, others and our planet. To open up for the co-creation of a better tomorrow.

*How exciting, A. These are all beautiful, positive effects that strengthen connection and team spirit. And how you listen to what catches your attention when looking for a new layer to add. Anything else you want to share?*

What else... Hmm, I haven't yet talked about the inner figures with the team. I think that will be a really big topic. But I have a small team that I can experiment with. I plan to start with a deeper session in this little team. I think they would really benefit from that.

*Love that! A small team to experiment with. Similar to layering, but in size and not depth. And possible scale gently from there.*

*If you like, we'd love to share our tool "Team Psychological Safety Assessment", where we use one or two sentences to frame each inner figure. The opportunist as example "I feel free to be who I am. I feel safe to openly express my needs and my fears in our team." You can use it as you want. Or just get inspiration from it.*

*This may be a simple way to get a feeling of one's inner figures. I really believe that you, A, can share a quite deep understanding of the inner figures This tool can be an addition to help explore how the inner figures are present and safe in the team right now.*

Yes! Great. Thank you. I will craft something, and try it on with my little team. And with the large team I will continue to layer more and more.

*This is really beautiful to hear. How you bring what touches you from the program sessions to your teams. And doing it your way, as all YOU are. I am really touched by that. So good to hear.*

Thank you! And, one more thing to add... My teams are really looking forward to the Friday sessions. Fridays are now something else than the day to day work. It is a moment of reconnecting, and many are curious: "what does she have up her sleeve this time?" So it is really fun for me too.

*Thank you for sharing A. Thank you for inspiring others on how to use human centric practices.*

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## Closing Reflections

Sometimes we may find it hard to apply new ways of leading in an existing setting. A's approach of layering is an excellent way of gradually introducing a shift towards the human centric organisation.

Below, we share some ideas of layering. In connection and alignment, you can over time use this space in your meetings to co-evolve your team using co-awareness. Continuously shaping co-awareness can get you really far in very little time. Awareness is the initiator of all change. Get in touch if you wish to co-explore.

Love

Karin & Niklas

To start with:

- Sharing something positive in pairs.
- Checking in in full group – explore in pairs what stories we hear.
- Set a joint intention: e.g. How do we want to listen to each other?

Adding connection:

- In pairs: add mirroring after sharing (what I hear you say is...).
- Checking in with 4 ways of knowing – my mind is..., my body..., my heart..., my soul...
- Add the 4 levels of listening framework : closed mind, open mind, open heart, open will.

Adding even more:

- Inquiry: What do you long for? / What are you afraid of?
- Explore in pairs: What truth do I hold about myself / my team / the system?
- After check-in: explore in pairs/triads what field we shape, and share.

Using the space you have created to evolve your team through co-awareness:

- Explore and share: What is the longing for our team? What is holding us back?
- Explore and share: How do we want to collaborate in our team? With other teams?

### About us:

We, Karin and Niklas, hold a range of global certifications in developmental coaching, vertical leader development, the relational organisation, sustainable change of social systems, vertical organisational development, self-organising 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 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. Our consciousness opens up for expansion. We heal. And we grow from the inside out. In a dialogue we had with Bill Torbert on this he said something like: "Trying to expand your post heroic figures without having properly integrated our heroic stages 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, through others. For we are all beautiful. And deep inside, we know it.

### Get in touch:

We want to share what we, by experience and validation, know have transformative effect 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 do together.