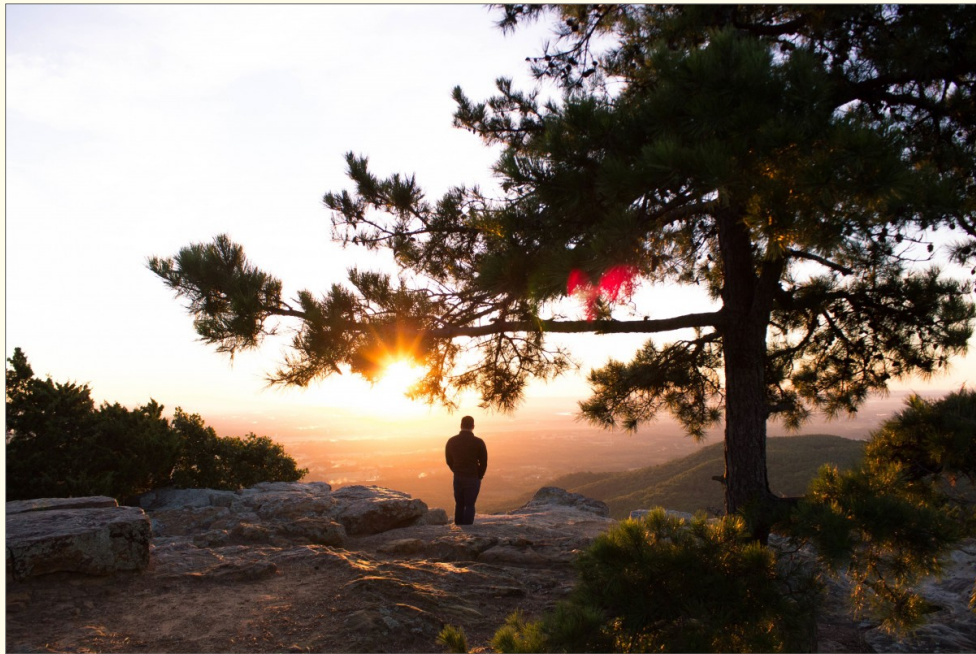


Transformation & Integral Leadership 2020 Program Reflections

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*Before you begin the journey, you own the journey.
Once you have begun, the journey owns you.*

– Old Proverb



Are you called to make a change in your life or work? Are you wondering, “What is life asking of me next?” An impulse to grow and to give back is a sign that Integral Leadership (IL) is calling you. With the challenges of 2020, many are being called to step forward. Integral Leadership, in addition to being an action-oriented training, is an established 6-month program for developing yourself as a leader from the inside out. As a facilitator and program practitioner, I witnessed so much growth and transformation in our participants this year – and that includes with myself!

The IL program is designed to help you find a path of self-discovery, a vision for the future and a community of allies for support. This year’s program ran from January through July. Across each gathering, like a three-legged stool, were three focus areas:

an integral practice plan based on ITP principles, a **leadership project** and **Leonard Energy Training** integration practices, including the ITP Kata. I am honored and humbled to have served on the teaching team with Charlotte Hatch, Pam Kramer and Roger Marsh, during both our first and second 6-month IL training programs.

Everyone took away something a little different from the program. For me, the most inspiring part was to see each participant use practice to grow into and embody a leadership project - a specific area identified to facilitate change. Projects came in many flavors, including:

- impact in a specific organization
- development as an individual artist or entrepreneur
- transitioning to new jobs
- cultivating a better relationship with oneself
- healing relationships with others
- bringing forward new learning programs

Each person's leadership project yielded something new. It was astonishing to me how little each of us controlled the pace and unfolding of our leadership projects; yet ironically, setting an intention created a scaffolding, or building blocks, for new future outcomes.

As for my personal transformation, I observed and experienced the supernormal power of combining a tangible leadership project with the inner practice of affirmations. My leadership project was to "create a voice and presence for Labyrinth Leadership, a for-cause LLC." My critical self said, "Who are you - a person full of rough edges - to create better leadership in the world?" In contrast, my supportive self said, "What if you really do have an opportunity to make a difference? What if you are called for a reason and you refuse it because of self-doubt?" As is the universal human condition, so much of my work was inner work.

My inner work focused on affirmations: I worked with a host of affirmations, dynamically, which I carried on my iPhone, on paper and in my being. Sample affirmations included:

- I am an oasis of organization and abundance
- I allow integral leadership
- I release unnecessary suffering and embrace the good life has to offer
- I relax into my adult authority

Each one has, for me, its own meaning and use. Without this inner work, I would not have allowed the outer progress to manifest. Affirmations are a re-centering tool for me.

Regarding allies: I have come to know we do not accomplish anything in a vacuum. We all grow through and with others. Generous allies nourish inner transformation. I learned to see and appreciate well intentions of others. If we pay attention, there is a lot of love in the world, despite turmoil and conflict. Many of the most generous people I know, I've met through ITP.

Outer work - goals and milestones: Two very tangible outer milestones unfolded for me during and right after IL:

First, after a disrupted window of life preparation, I completed my coaching accreditation (ACC) with the International Coaching Federation, in April. My accreditation process involved a long course of study dating back to 2018 and hours of coaching practice. I'd passed a rigorous recorded a skills test, but I was not complete. I sensed during IL, I was ready to take the knowledge exam, the final challenge. I took the exam. This was about internal readiness. It took a little while to be ready.

Second, I launched a web site for Labyrinth Leadership, which represents a voice and presence for leadership as a cause. It is a big cause and needs lots of collaboration. I don't think anyone is every ready for it. Globally, we are facing major challenges. We have a health crisis (COVID, and our health care system). We have a racial justice crisis. We have a global warming crisis. Behind all this, we have a leadership crisis.

The field of leadership development has failed us over the past 20 years by being too much theory, not enough substance. This needs voice and attention. We can all grow our positive impact in the world by getting clear, knowing we matter, keeping it real and getting some practice. Some snippets about Labyrinth leadership follow.

I am most grateful to Integral Leadership program participants, who created inspiration, positive change in the world in 2020, and a place of support for all assembled. Indeed, personal transformation is an inner journey AND an outer journey. If you are ready for this journey join us for IL 3 in 2021!

The world needs you, by the way. Yes, I'm talking to you!

For information about Labyrinth Leadership, visit: <https://labyrinthleader.org/>