WORKBOOK

Individual Health and Balance

Genuine Contact™ Program – Foundational Workshops

This edition published in 2022 by the Genuine Contact Co-Owners Group, Inc. The workbook was first published in 1999 and first copyrighted in 2005 by Dalar International Consultancy, Inc. Each revised and updated edition from 1999 to now has been modified to reflect new learning, research, and experience of teaching and working with this learning module.

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About This Workshop

Individual Health and Balance is foundational module 3 of the Genuine Contact Program. Individual Health and Balance is included for leadership development, recognizing the importance of individual health, balance, and the ability to regain balance quickly as a key capacity needed for leadership.

Your Trainer is authorized by Genuine Contact to facilitate this workshop. Each Trainer is an independent facilitator and teaches the learning objectives according to their individual experience and the emerging interests of the participants. A consistent standard is offered by all Trainers as a series of key learning objectives must always be addressed. Read more about these learning objectives at *https://genuinecontact.net/services/genuine-contact-program.*

About the Genuine Contact Program

The Genuine Contact Program is comprised of 4 foundational learning modules and 5 advanced skill development modules. The program was designed in a modular way with intention. You will find that what you learn in each module is simple to use, easy to duplicate, and can be put to beneficial use immediately upon completion of learning what the module offers. Each can be taken on its own (some prerequisites may apply) to learn a particular skill set. A combination of learning modules can be taken together in a learning track to deepen your learning in a particular area of focus. The modules are synergistically blended, providing a conceptually seamless experience for those choosing to take more than one module. The 9 modules can also be taken as a collective for a comprehensive learning program. The Genuine Contact Program includes:

- Foundations 1: Path to Organizational Health and Balance
- Foundations 2: Achieving and Regenerating Organizational Health and Balance
- Foundations 3: Individual Health and Balance
- Foundations 4: Holistic Leadership Development
- Session 1: Working with Open Space Technology
- Session 2: Whole Person Process Facilitation
- Session 3: Cross Cultural Conflict Resolution
- Session 4: Genuine Contact Organization
- Session 5: Train the Trainer

Supporting Your Ongoing Learning

The Genuine Contact Organization is committed to supporting your ongoing learning application and retention as you work with the simple tools, frameworks and processes you will learn here. Additional resources can be provided by your Trainer including supporting articles, artwork such as copies of the tools found here, and other materials.

To continue in your learning, connect with our community of mastery in an ongoing online discussion forum and access a complete library of resources as a member of Genuine Contact. You can learn more at genuinecontact.net/membership.

While this workbook is being provided to you in English as part of your learning program, it is also available in Dutch, French, German, Norwegian, Spanish and Swedish. Please contact your Trainer if you would like to receive a copy in another language.

Table of Content

In this learning journey we will explore

Introduction
and Orientation

Leadership is in all of us. If we so choose, we are the authors of our lives.
~ Birgitt Williams

What is the invitation?

In personal life, we ask “if you are not in leadership of your life, who or what is?”. In professional life, we ask “to what degree are you using your leadership to be of the greatest value to your work?” Engaging in your leadership is a choice.

Once the choice is made to engage in leadership, you realize that leadership is for the long term. This requires growing your capacity to carry out your leadership. This applies whether you are in a formal leadership role in your organization or not.

By participating in your learning with the Genuine Contact module *Individual Health and Balance: a key leadership capacity*, you equip yourself with tools, tips, practices, and a plan to grow and evolve your skillfulness and capacity for leadership. While learning with us, you feel your capacity growing, and you experience and practice new behaviors and patterns designed to keep you focused on your health and balance daily, weekly, monthly, seasonally, and annually.

We focus on leadership development as in leadership in action. This, of course, includes leader development, and so much more for successfully engaging in your leadership.

Why use this approach?

The world is complex. Demands on all individuals are high, often feeling too fast-paced to keep up with. Because of the demands and stresses of leadership, you need to take extra care of your mental, spiritual, emotional and physical well-being. You need to have the capacity to operate at peak performance for the marathon that leadership is, over the long haul and not just for the short sprint. You need to be at your peak to make good choices and decisions that require your attention at almost every moment.

Using this approach, you will:

- discover simple and effective concepts, tools, and techniques to sustain individual health and balance
- experience simple-to-use techniques to support mental, emotional, physical and spiritual health and balance

- develop a plan and the capacity to use what you learn to realign yourself with health and balance whenever you notice yourself slipping or being bumped out of your health and balance
- increase the capacity for making good choices and decisions
- develop increased capacity for carrying out your leadership of your private and organizational life
- discern an understanding of the relationship of your inner growth with the change you are seeking in your life and in your organization
- experience a complete skill and knowledge module for consultants, managers and leaders that has benefit used on its own or in conjunction with other components of the Genuine Contact Program

Who needs to be involved?

Learning this module on your own develops the person.

Learning this module together with family members develops the individual and the family.

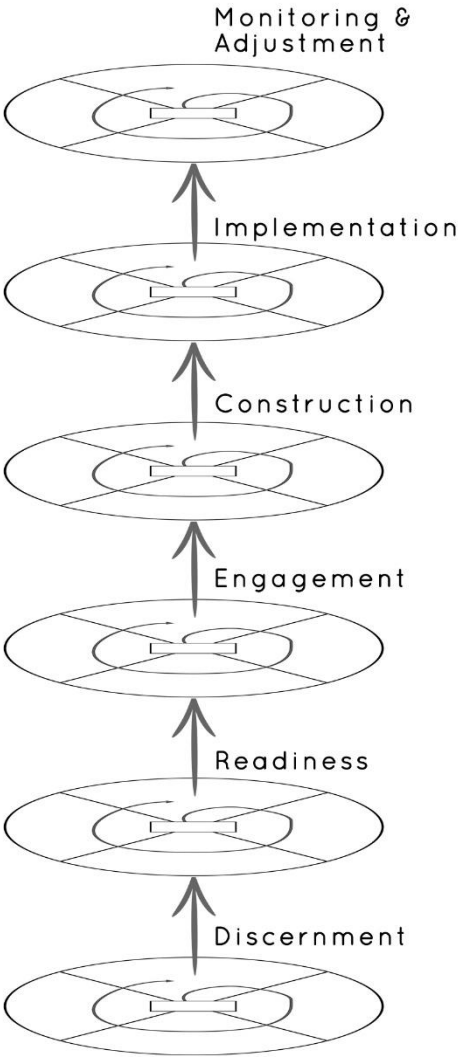
Learning this module together with team members develops the individual and the team.

This module is available in different formats to best suit the learner.

- Independent learning via self-study plus one-to-one mentoring with an authorized Genuine Contact Trainer.
- Group learning via self-study plus a real time online or onsite workshop with a group of people (an intact group like a leadership team or family, or a collective of individuals like a public workshop) to benefit from a diversity of perspectives and insights.
- Group learning via a real-time online or onsite workshop with a group of people to benefit from a diversity of perspectives and insights.

How does it work?

Learning in this module is offered through 6 phases of learning, based on the Evolutionary Spiral. One of the multi-use tools that make up the Genuine Contact Toolkit, the Evolutionary Spiral, is offered here as a map of your learning and development.



1. **Discernment**: You will begin by establishing some baseline measures that capture your perceptions of your current state of health and balance from a holistic perspective. These baseline measures include identifying what you already know and do to maintain your health and balance.
2. **Readiness**: You will be presented with five beliefs to examine and consider their implications for your health and balance. These five beliefs inform five significant paths for expanding your capacity with your health and balance in a complex world.
3. **Engagement**: You will be taken through a series of activities to engage you with your health and balance. Each activity provides you with a unique lens to view your health and balance and to use the tool or technique provided to increase your capacity for greater health and balance.
4. **Construction**: You will have the opportunity to review all that you learned in this module, developing a plan that is uniquely yours for attending to and regenerating your health and balance daily, weekly, monthly, seasonally, and annually.
5. **Implementation**: You will have the opportunity to implement your plan, enhancing your learning through application.
6. **Monitoring and Adjustment**: The plan will include monitoring your progress using the baseline measures that you started with in this module and making adjustments either to how you are implementing your plan and/or to the plan itself. The module is designed with follow-on mentoring circles to support your ongoing learning, monitoring, and adjustment. These mentoring circles include group discussions facilitated by a Genuine Contact Trainer about what has been learned in developing and maintaining your health and balance, and your perspectives of health and balance as a key leadership capacity.

Origin Story of the IHB Module

The birth of the module Individual Health and Balance: a key capacity for leadership took place during a conversation. An insight came in a moment, in a conversation, as insights often do. The conversation was with the head of a well-known leadership institute. He was seeking answers to a challenge he was having. People came to the institute to learn how to be better leaders. They graduated. The feedback after months was that they had definitely grown and changed, had learned a lot, yet felt more distanced from the people in their organizations than they did before the training.

My answer was that they were engaged in leader development and did a good job of personal growth, however they were not engaged in leadership development. Leader development is different from leadership development. Leader development (developing the person) is often focused on the values of being a good leader so that people will follow. Leadership development developing leadership in action) requires the development of how a person engages with their world. In the ideal, the person engages in leadership in ways that people experience their own leadership and, within their spheres of influence, engage with leadership of their personal and professional lives.

Some of the experiences that led me to embracing leadership development come from the years in which I was a formal leader of an organization. I didn't want followers. I wanted people to step up into their leadership, taking responsibility for their work with the authority to get the job done. As the formal leader of the organization, I learned that I needed to develop different skills and capacities for leadership to develop leadership in others.

I realized:

1. the importance of feeling comfortable with decentralizing authority so that the people in the organization could use the best of themselves in how they got the work done.
2. the challenge of consistently trusting the staff and their reciprocal trust in me once they felt trusted.
3. the necessity of creating a liberating structure, providing maximum freedom and maximum choice for all employees to the extent possible. This led to the opportunity and challenge to find the boundary between the space in our organization for staff freedom and the structure in which such freedom was neither possible nor beneficial.
4. the biggest challenge I faced, so that we could take full advantage of our opportunities as an organization, was to assist the staff to un-learn and move out of patterns previously learned of being followers, to new patterns of recognizing their own leadership and acting from it.

Leadership of people who were aware of working from their own leadership was much harder than I had imagined. The very staff who wanted the freedom to show their leadership were often the first to sabotage their own leadership, reverting to past patterns and behaviors of following and then complaining about what they didn't agree with.

To shift all of us to a new pattern of behavior required us all to be aware of what we were wanting to achieve and why, the value of decentralized authority, and the development of skills and capacity development throughout the organization to work with the leadership within all of the people.

I was determined. I instinctively knew our organization could excel at its job, and indeed we did, winning a number of awards for excellence. With perseverance and consistency, I knew I was doing a good job, and yet personally, I got out of balance, and I wobbled. When I got out of balance, I found it extremely difficult to engage in my leadership with people who were engaging in their leadership. The marathon expected of me as the formal senior leader didn't match my capacity to hold steady with my chosen form of leadership for longer than a short sprint. I could do the short sprint. The marathon that required me to hold steady felt depleting. I couldn't let the people or myself down by giving up on nourishing a culture of leadership.

As a leader who wanted the best for and from the people involved in our organization, I developed clarity on my commitment to the act of leadership throughout the organization. I developed clarity on how taxing this was for me. On bad days, I thought I would like to revert to a more controlling formal leader approach with followers. Fortunately, I didn't revert to an outdated style of leadership, one with which I wasn't in heart and soul alignment. To help myself, I went on a quest to uncover what was needed for a leader to attend to their health and balance. One of my learnings was to have a practice daily, weekly, monthly, seasonally, and annually focused on my health and balance. The practices I chose needed to feel natural, even playful, and not forced or too serious. The *Individual Health and Balance: a key capacity for leadership* module of the Genuine Contact way of working and living developed from this quest. Core to this module is the work of cultural anthropologist Dr. Angeles Arrien, and her work in discovering what was universal among all people by studying what was universal among Indigenous people on planet earth.

Five Beliefs of Genuine Contact

Underpinning this Individual Health and Balance module, the Genuine Contact Way is rooted in five beliefs. These beliefs inform our way of working and living. These core concepts foundational to the Genuine Contact Way are explored deeply in the book *The Genuine Contact Way: Nourishing a Culture of Leadership*.

As part of your learning in this module, you are invited to consider these five beliefs daily for the duration of the program in relationship to what you are learning. It may help you to reflect on the highlights of your learning and then figure out how that learning fits together with these five beliefs. We encourage you to approach accessing your wisdom with curiosity and playfulness.

As you learn Individual Health and Balance, we offer you these five beliefs. We offer nothing more about these beliefs at this time as it is important for you to draw your own insights, understandings and possible conclusions about the relationship of these five beliefs in developing your capacity with your health and balance.

1. **We believe that every organism (including the organization) has within it the blueprint for its own optimal health and balance.** We trust the people in the organization to know what is needed for optimal effectiveness. Building on the strengths within the organization is a key to optimal effectiveness.
2. **We believe that focusing on genuine contact enables individuals and organizations to achieve the individual and organizational health and balance that is needed for optimal effectiveness.** Positive change in the organization is directly linked to positive change in individuals. Both are required for sustainable new ways of working.
3. **We believe that Spirit or spirit matters (conscious energy), that through spirit or Spirit all of creation is connected, and that people are precious.** Our experience is that strategies based on these values have exciting, tangible results.
4. **We believe that change with its accompanying loss, grief work, and conflict is constant.** Individuals and organizations that develop mastery in working with change can sustain optimal effectiveness. These leaders and organizations recognize that change cannot be managed, that energy spent trying to manage change is wasted energy, and that productive use of individual and organizational energy is achieved by working with change rather than against it.
5. **We believe in keeping it simple.** Simple frameworks and processes enable success with complex situations. In keeping it simple, we recognize that any sustainable change must begin from the inside and cannot be externally initiated or driven.

1. Discernment

Leadership is a quality that is in constant change as we develop. The change is internal, as mind and heart align with intended action. The change is external, as expressed in decisions and actions.

~ Birgitt Williams

We begin with discernment, providing an opportunity to examine baseline reflections and measures that capture your perceptions of your current state of health and balance from a holistic perspective. These baseline measures include identifying what you already know and do to maintain your health and balance. We offer questions and tools to help you with your discernment examination.

Leadership Capacity Development via Conscious Learning

In your preparatory work for heading into this module, you identified what you take leadership of to support your learning. Leadership requires that you are aware of how you learn. You are always learning, often in unaware ways that affect your subconscious and conscious mind. When we don't consciously choose our learning, it is easy to develop habits and patterns that are not in our best interests. Conversely, when we grow our awareness of our learning, we develop habits and patterns in accordance with our choices. We grow our leadership capacity via developing our awareness for conscious learning. At this time, we are inviting you to choose to bring to your conscious awareness:

1. how you learn
2. what you allow yourself to learn and why
3. what limits you place on your learning and why
4. how you implement your learning and why

What reflections do you have about your conscious awareness of these 4 aspects of your learning?

Notes:

To continue to support your preparations for learning, you are invited to answer the following reflection questions using a scale of 1 to 10, with 1 as low and 10 as high.

How do you currently rate taking leadership of your learning?

1 2 3 4 5 6 7 8 9 10

What do you currently know about how you take leadership of your learning?

1 2 3 4 5 6 7 8 9 10

How do you currently rate taking leadership of implementing your learning?

1 2 3 4 5 6 7 8 9 10

How would you rate your current level of conscious awareness regarding your learning?

1 2 3 4 5 6 7 8 9 10

How would you rate yourself as a noticer of your internal environment.

1 2 3 4 5 6 7 8 9 10

How would you rate yourself as a noticer of your external environment.

1 2 3 4 5 6 7 8 9 10

How do you rate the state of balance of your life.

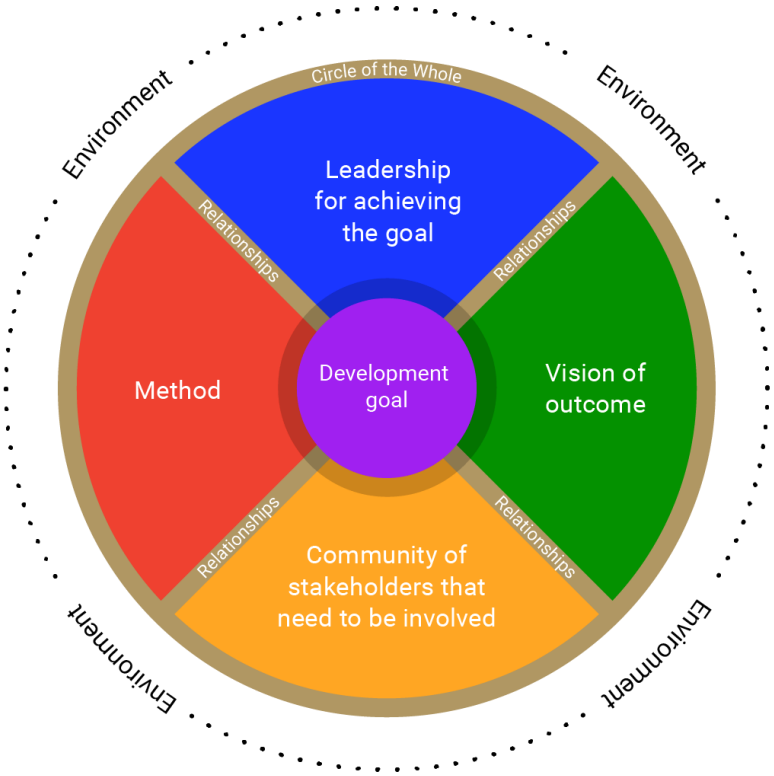
1 2 3 4 5 6 7 8 9 10

How do you rate the degree to which you understand your perspectives?

1 2 3 4 5 6 7 8 9 10

Over time, you may find it beneficial to return to these questions and ask them of yourself again. Consider your answers here as your baseline measurement. Checking against your baseline measurements over time can support you in tracking your progress in your leadership for learning.

Anchoring Learning via the Service Delivery Model



Anchoring your learning using the Service Delivery Model and using this tool consistently when you set out to consciously undertake learning is very beneficial in growing your awareness about learning and learning implementation. The more you use it, the more you develop a habit of being conscious of what you are learning. This helps you develop your health and balance.

Using this tool, you start in the center at the development goal, then move north into the leadership component, and then clockwise around the circle. As you anchor your learning within the framework of this tool, you are invited to ask yourself these questions:

1. What is the development goal that I intend to achieve by participating in this workshop?
2. What do I know about my leadership for achieving my development goal.
3. What are my expected outcomes?
4. Besides me, who else needs to be involved to successfully achieve this goal and these outcomes?
5. What do I need to put in place for my best learning experience?

Do you intend to use the Service Delivery Model to anchor your learning throughout the year(s)? If so, why, and how frequently? If not, why not?

Notes:

What are your current thoughts about choosing to be consciously aware of your learning in relationship to your health and balance?

Notes:

What do you currently know about taking leadership in implementing your learning?

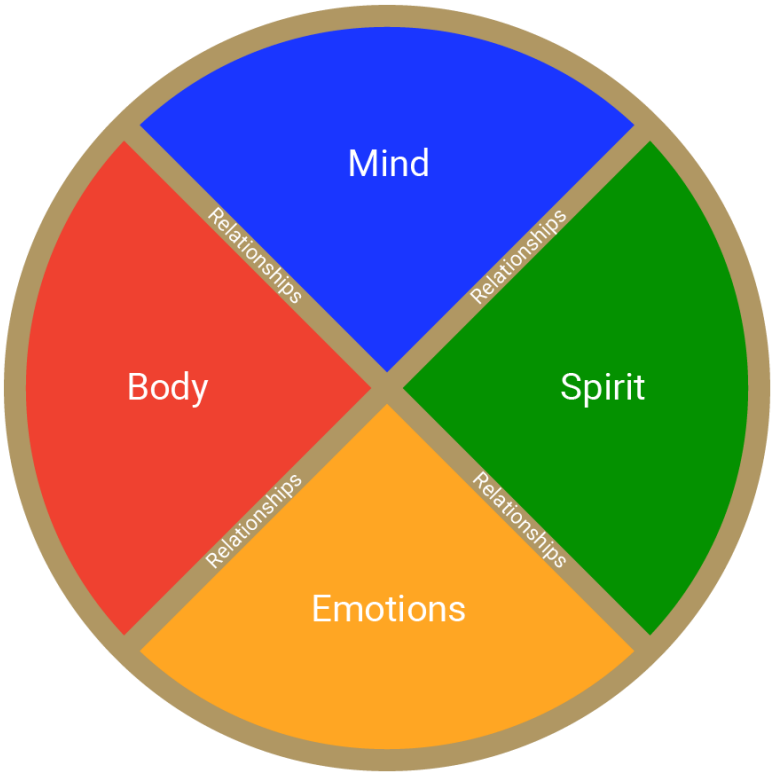
Notes:

Developing Learning and Leadership Capacity: Noticing

Growing your conscious awareness of your learning is beneficial for developing your leadership capacity. Noticing, as an intentional practice, is the best activity that we can recommend to you for developing this capacity. It is easy to do, situates your focus into the present, and the very act of noticing expands your perspective of what is happening in you and around you.

Internal Noticing

You are invited to use this version of the Medicine Wheel to assess your current perspective of your internal world. The Medicine Wheel was developed throughout history and across the world by Indigenous Peoples as a form of a mandala with attributes given to four cardinal directions. The colors used here are not found in Indigenous Medicine Wheels. The attributes of the internal world of a person are in the Medicine Wheel. Different traditions have different names for the Medicine Wheel, different and different configurations. We offer this version of the Medicine Wheel to assess what you currently notice about your internal world. Using it, you capture your current perspective of your mental, spiritual, emotional, and physical consciousness.



Questions to ask yourself as you use the wheel as a guide:

- **Mind**: What do I know at this moment about my thinking? Am I aware of the state of my thinking?
- **Spirit**: What do I know at this moment about my spirit? What makes me uniquely me? Am I aware of my spirit?
- **Emotions**: What do I know at this moment about my emotions? Am I aware of what I am feeling?
- **Body**: What do I know at this moment about my body? Am I aware of my body and my body's intelligence?

Notes:

External Noticing

You are invited to go through this same Medicine Wheel to assess what you know about noticing you in relationship to your external world.

Questions to ask as you go around the wheel:

- **Mind**: Does my thinking interfere with my external noticing, or does it help me notice better?
- **Spirit**: Does my spirit interfere with my external noticing, or does it help me notice better?
- **Emotions**: Do my emotions interfere with my external noticing, or do they help me notice better?
- **Body**: Does the intelligence of my body interfere with my external noticing, or does it help me notice better?

Notes:

As you develop your health and balance you experience ease in answering these questions about your internal and external environment noticing, also, with equal knowledge regarding all four dimensions.

What do you notice about yourself as a noticer from doing this activity?

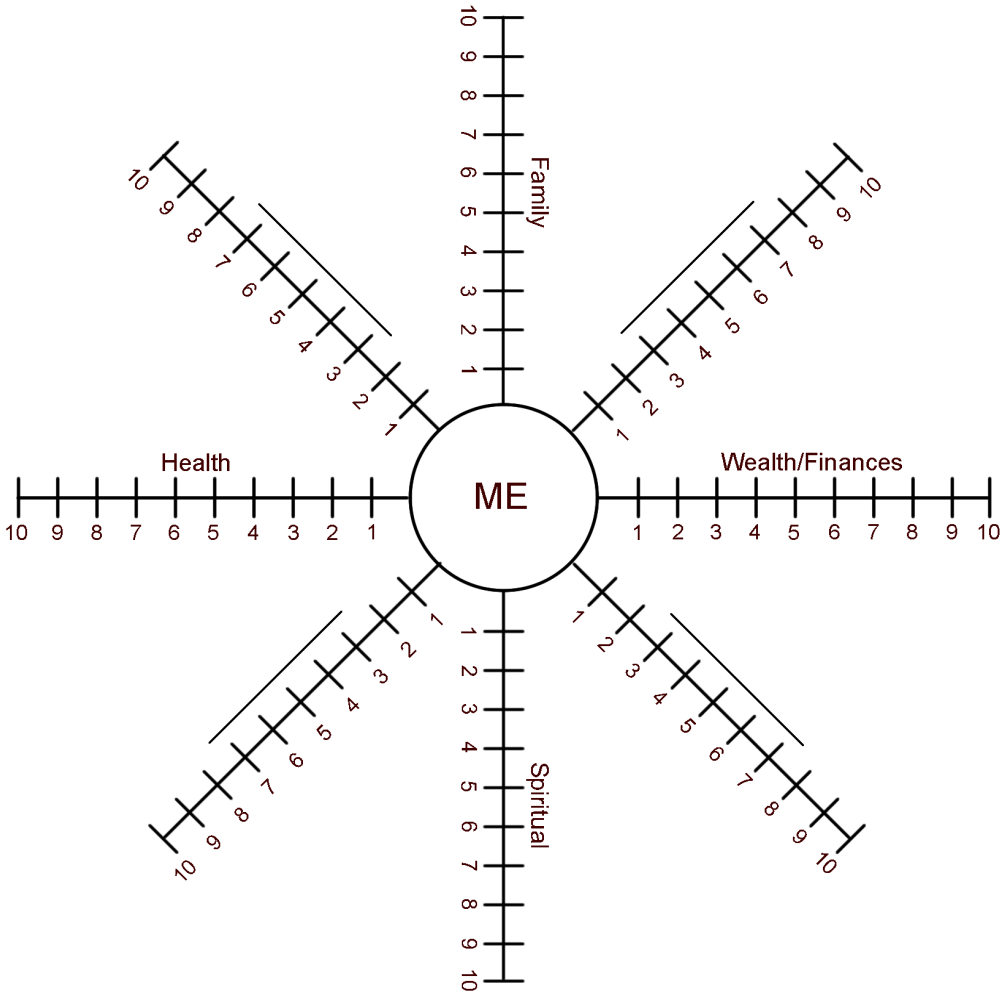
Notes:

Conscious Awareness of Your Life

The Wheel of Life diagram is below. It is a simple tool to help you develop your conscious awareness of your life. Using this Wheel of Life diagram today helps you bring dimensions of your life to your conscious awareness. You can use today's analysis as a baseline to inform you about your current state of health and balance. If you use this diagram again as you implement your personal health and balance plan, the repeated use offers you a measurement tool against which to track your progress in achieving and regenerating your individual health and balance.

In the center is you, the individual. Coming out of the center are several different arms. Each represents an important area of your life. Some are labelled, and some have been left blank for you to fill in with aspects of your life that are important and unique to you. On each line, put a dot on the scale between 1 and 10 representing how satisfied you are with your goals and desires in that area, with 1 being not at all and 10 being completely satisfied.

Once you have drawn the dots on each line, draw a line through the wheel that connects all the dots.



The wheel is representative of balance in your life. In a healthy and balanced state, the line you have drawn made a circle around the wheel because a wheel should roll easily. This graphic representation will give you an idea of the areas of your life that may require more attention. In choosing what to give more attention to, it may be with a focus on making your wheel rounder to strengthen your sense of balance, regardless of how big or small the wheel is. It may also be with the focus of increasing the size of the wheel as you bring greater levels of satisfaction to all areas of your life.

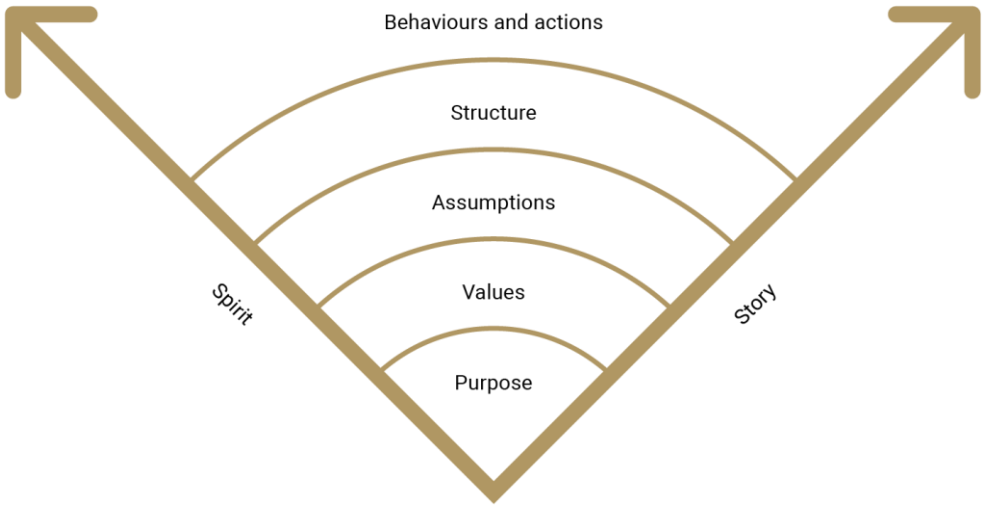
What reflections do you have from looking at yourself via this Wheel of Life Tool?

Notes:

Understanding Your Perspectives

How aware are you that everyone's reality is different, even when perceiving the same people, the same events, and the same results? Every person develops their own perspectives of their interpretation of reality. There is a lot that goes into developing your perspectives from childhood, culture, how you were socialized, and what was presented to you as reality. When enough people believe that something is reality, it is the result of consensus reality. Science today and ages-old wisdom provide evidence that reality is not as solid as it appears. Within a reality that is fluid, with change being constant, it is important for you to have awareness of your perspectives rather than letting relatively unconscious perspectives affect the leadership of your life. A real harm to you of unexplored perspectives is if they cause you to argue for limitations in your life that are not actually limitations.

Having a habit of bringing your perspective to your conscious awareness assists your health and balance. It assists in the development of your leadership capacity. The Deep Essence Tool can be used in the same way to examine your perspectives on any subject with its attention to the story you tell yourself, the spirit that the stories convey, your assumptions, values and your conclusion about the purpose of whatever the subject is that you are examining.



You are invited to use the Deep Essence Tool now to explore your life. As you use this tool, ask yourself

1. What is the story you tell yourself about your life?
2. What is the spirit of your life?
3. What assumptions do you have about your life?
4. Of these assumptions, which are the most useful to consciously adopt going forward?
5. What are the values that guide your life?

6. What is the purpose of your life as you currently understand the purpose?
7. What do you know about how you have structured your life?
8. What do you know about your chosen behaviors and actions?

Notes:

Learning Summary

You have gone through many activities to discern your current state of health and balance and to create baseline measurements. You are invited to review your notes, reflections, and insights and to do a brief and clear summary of what your discernment produced that you feel is important to remember or refer back to.

Notes:

2. Readiness

"If you are not leading your life, who or what is leading your life?"
~ Rachel Bolton

You will be presented with Five Beliefs to examine and consider their implications for your health and balance. These Five Beliefs inform five significant paths for expanding capacity with your health and balance in a complex world.

Five Beliefs

We offer you these five beliefs of the Genuine Contact way of working and living that come with only a brief explanation. We offer nothing more about these beliefs at this time as it is important for you to draw your own insights, understandings and possible conclusions about the relationship of these five beliefs in developing your capacity with your health and balance.

Please go through these beliefs one by one, considering how that belief, if you adopted it, could impact how you want to go about achieving and regenerating your health and balance.

1. **We believe that every organism (including the organization) has within it the blueprint for its own optimal health and balance.** We trust the people in the organization to know what is needed for optimal effectiveness. Building on the strengths within the organization is a key to optimal effectiveness.

2. **We believe that focusing on genuine contact enables individuals and organizations to achieve the individual and organizational health and balance that is needed for optimal effectiveness.** Positive change in the organization is directly linked to positive change in individuals. Both are required for sustainable new ways of working.

3. **We believe that Spirit or spirit matters (conscious energy), that through spirit or Spirit all of creation is connected, and that people are precious.** Our experience is that strategies based on these values have exciting, tangible results.

4. **We believe that change with its accompanying loss, grief work, and conflict is constant.** Individuals and organizations that develop mastery in working with change can sustain optimal effectiveness. These leaders and organizations recognize that change cannot be managed, that energy spent trying to manage change is wasted energy, and that productive use of individual and organizational energy is achieved by working with change rather than against it.

5. **We believe in keeping it simple.** Simple frameworks and processes enable success with complex situations. In keeping it simple, we recognize that any sustainable change must begin from the inside and cannot be externally initiated or driven.

If you adopted it, how could this belief impact how you want to go about achieving and regenerating your health and balance?

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Notes:

Learning Summary

You have gone through the five beliefs of Genuine Contact as an activity for readiness for making gains in your health and balance. You are invited to review your notes, reflections, and insights and to do a brief and clear summary of what your readiness produced that you feel is important to remember or refer back to.

Notes:

3. Engagement

"I am whole and experience myself and my world through genuine contact."
~ Birgitt Williams

Engagement: You will be taken through a series of activities designed to engage you with your health and balance. Each of the activities provides you with a unique lens to view your health and balance and to use the tool or technique provided to increase your capacity for greater health and balance.

Strengthening the Foundation

Individual health and balance is best able to continually be regenerated when it is built on a solid foundation. In this Engagement section, you are invited to learn about a variety of activities throughout 3 stages of building this solid foundation:

- **Cleansing**: practices for removing that which is no longer serving you from your self – mentally, spiritually, emotionally, and/or physically – to open up space for increased health and balance.
- **Nourishing**: practices for nourishing oneself – mind, spirit, emotions, and body – to increase health and restore balance.
- **Protecting**: practices for sustaining and regenerating health and balance.

These practices are presented to you as options for how you can learn to cleanse, nourish, and protect yourself in order to continually regenerate the foundations for optimal health and balance. You are encouraged to incorporate practices that feel most in alignment with you into your plan for individual health and balance – whether it is these practices or others you have learned, or will learn, that best suit you. As you consider what practices to incorporate, remember to focus equally on the 4 aspects of self – mind, spirit, emotions, and body.

Cleansing

Before any organic system can be nourished, it must first be cleansed. Cells cannot optimally absorb vital nutrients if they are full of toxicity, even if all the right vitamins, minerals, and other nutrients are being offered in the surrounding environment. Similarly, the human being cannot fully achieve physical, emotional, mental or spiritual health until that which is no longer serving you is cleared away. The first step in individual health and balance is to cleanse away the old. The following exercises can assist you in letting go of past hurts, angers, worries, and burdens. A key to successfully let go is to do so with love, and not with judgement. Love is to understand that whatever it is that needs to be let go of was something that somehow served you in the past, whether you realized it or not.

Up in Smoke

For this activity, you will need writing paper and a source of fire for burning the paper.

To begin, sit silently for a few moments, touching into your sense of inner peace. To deepen this connection, practice Box Breathing while you are connecting with your inner peace. Breathe intentionally in a rhythm of counting to four as you breathe in, holding for a count of four, breathing out for a count of four, and waiting to a count of four before taking the next breath. This breathing technique, which originates from the Ayurvedic practice of Sama Vritti as taught by elders and shamans, is a simple way to touch in on your inner peaceful state. This is a great state to be in when you are contemplating letting go, and thereby contemplating intentional change in your life.

Take a sheet of paper (or several sheets) and write down a list of everything you wish to release from yourself. This might be worries, angers, or fears; anything which is no longer serving you. It

might also be something beautiful to you, something that you treasure that it is time you moved on from. Continue writing until you feel complete with noticing and describing everything you wish to release. When you have finished writing it down, burn the paper (do this safely in a fireplace, firepit, or over your grill or in a flame-proof bowl) and imagine that all the items on your list are evaporating and being whisked away on the smoke. You may wish to repeat this practice regularly to support yourself in letting go of these thoughts that no longer serve you.

Cleaning the Emotions - A Stone's Throw

For this activity, you will need a small stone you are willing to part with and access to nature – even a small local park or garden.

People are not meant to carry burdens, either for ourselves or for others. This activity uses a stone as a physical representation of the energy of those burdens that one may carry. We can release what burdens us into the stone using breathing and intention. Now, spend a few moments in quiet reflection and focus on the burdens within you. Hold the stone in your cupped hands. As these burdens come to mind, breath in through your nose while you name the negative thought or feeling. Breath out through your mouth, blowing your breath over the stone, imagining that your breath is releasing the negative thought or feeling from you and moving it into the stone. Keep repeating this process until you feel complete and at a greater sense of peace.

Go outside and place the stone in a spot that feels right to you outside, releasing the burden to the earth. Make an intention or pray that the burden energy is transmuted into something good for the earth. Now, fix the picture of the stone out in nature firmly in your mind. Whenever you feel those burdens rising up within you, imagine them out there in nature, releasing them from your consciousness. You have let them go to the stone and earth to help you. You are the one who realized that holding on to them does not serve you, you let go of them, and it is counterproductive to pick them up again. In fact, you need to take great care not to pick up what you have let go of again. If you feel the need to pick up those burdens again, either your own or the burdens of others, you are dancing with an addiction you may not be aware of. You might be doing so because you are so used to carrying a heavy backpack of burdens and miss them when they have been released. This is an important moment for you, a fork in the road. You can choose not to pick up what you have let go of, or you can choose to pick it up again. The former is important on your path with your health and balance.

Smudging

For this activity, you will need a bundle of dried smudging herbs and wooden matches. While white sage is commonly associated with smudging, different herbs are used traditionally in different parts of the world. You are encouraged to learn what was traditionally used by your ancestors or in the region where you live. And to purchase ethically grown and harvested smudge sticks from Indigenous suppliers whenever possible. Alternatively, sage and/or cedar tea, cooled and put into a spray bottle can be used.

Smudge is used frequently in many Indigenous and East Indian sacred traditions for cleansing of the energetic field or auric field. You can perform this ritual daily to help keep your energetic field clean and energized.

In order to smudge, first say a prayer or make an intention with your reason for smudging. Then, light one end of the bundle with fire from a wooden match. It may flame, or just become red hot smoking embers. Blow gently on it to blow out any fire and heat the embers. Waft the smoke around your body, from head to toe, with the intention that it cleanse your energetic field and any negativity from you. You may wish to ask someone to assist you to smudge your back and under both feet.

If you are, in any way, suffering from respiratory problems or have other health reasons to avoid smoke, you can achieve the same cleansing by spritzing sage and/or cedar tea from a spray bottle.

Additional Cleansing and Detoxification

Remember to pay attention to any tendency of addictions.

Physical addictions could include an addiction to food, drugs, alcohol or even exercise. Mental addictions could include addiction to perfectionism, worry, reworking things in your mind, or the need to know. Emotional addiction could include issues of co-dependency in which you and another person don't have sufficient individuality, losing that individuality in meeting the emotional needs of each other. Having addictions seems to be part of the human condition. Addictions are part of the human condition that we are invited to clear out on our journey to wholeness in our health and balance.

When researching means of detoxification, also pay attention to detoxification at the cellular level and organ level of your body.

Developing Your Practice

We encourage you to learn about additional ways of cleansing and detoxifying your mind, body, spirit, and emotions. Develop practices that you feel good about participating in - ones that align with your beliefs, values, knowledge, and cultural wisdom.

When you cleanse, you create space for what nourishes you. When you don't cleanse, there isn't enough space to receive the nourishment fully.

What do you now know about cleansing that feels important to you?

Notes:

Nourishing

We are each made up of an energy field. We are energy and this energy vibrates at different frequencies. This has implications for nourishing ourselves as we are, in actuality, nourishing the energies that make up what we think of as ourselves. The best nourishment involves providing energy for ourselves that supports our energy. When considering what the best energy is for yourself, you are invited to shift your attention away from concepts of right and wrong or good and bad regarding food, drink, exercise, spiritual practices, or even specific work on energy via massage, tai chi, or anything else that gets energy moving. Instead, keep the focus on what is best for you, as determined by you.

Spending time in nature for at least one hour a day is universal to us all to recharge and nourish our energy. Having a shower or bath, going for a swim, or anything in water is also a way to recharge energy. Making choices to consume what feels best for you – whether it's food and drink, media, or music – recharges energy, as does spending time in good company. Most important is to experience joy in what we eat, drink, do. This joy might be stimulated by being grateful, or it might be a state of being that is sustained within a person.

Question: focus your awareness on what is nourishing for you that keeps your energy feeling good. What are you noticing about the nourishment that works best for you?

Notes:

When you feel joy, where do you feel it in your body? How do you create this feeling of joy at will? How do you sustain this feeling of joy?

Notes:

Protecting

You have cleansed, you have nourished, and your energies feel wonderful. At this point, you want to sustain the well-being that is part of your health and balance. This requires that you know how to ground your energy, anchor it, and protect it.

Grounding means centering your attention in your body in a calm and harmonious way. It means being fully present to the moment that you are in, and not abandoning some of your energy to the past or to the future. All your energies — mental, emotional, physical, and spiritual — are gathered together. When you are grounded, it is easier to selectively focus your energy and your attention in a conscious way on where you want it to be in the moment.

Getting grounded will take you out of the zone of being on automatic pilot in which you are not really attending to what you are doing. We think of getting grounded as important to shift out of a trance state that you might not even be aware that you are in. Grounding will get you out of the zone of wasting time daydreaming, being absent-minded, or misplacing your energy in other ways that are not beneficial to the moment you are in.

When you are grounded, your energies are collected and stabilized, you are alert but relaxed, and you are open to receiving.

To learn how to ground your energy, take time in the morning and in the evening to do so. You may choose to use the activities on the following pages during this time or use other practices that you prefer. Plan to take about ten minutes each time.

Getting Grounded

Do this in silence or with gentle music in the background. Make sure you won't be interrupted by your telephones, computer, TV, radio or people.

Sit in a chair, preferably one with arms where your arms can rest comfortably. If your chair does not have arms, rest your arms on your thighs. The chair must be of a height to allow your feet to be flat on the floor. If you are short and you cannot rest your feet flat, put something such as a yoga block or book under your feet so that they can be flat on a surface.

As you sit straight in your chair, arms resting comfortably and feet flat on the ground, close your eyes and pay attention to taking good deep breaths, in through your nose and out through your mouth. Now start to work with your imagination. Imagine that you have roots coming out of the bottoms of your feet. These are not spindly roots nor tiny roots but solid tap roots coming out of each foot.

Next, imagine that the root is growing downwards, through the floor, through all the floors below you, through the first layers of the earth – the crust, then the mantle, and finally deep into the core of the earth. While you are doing this imagining, be mindful of your breathing, taking good deep breaths, in through the nose and out through your mouth. Continue until you feel deeply connected.

Now that your tap roots are at the core of the earth, imagine that they are pulling up earth energy, up along the root, then into the bottoms of your feet, up your legs, your torso, coursing through your arms, up through your neck, and up to the top of your head. Your whole body is now filled with this earth energy.

Next, bring your attention to the top of your head. Imagine a spot at the top of your head beginning to open. From this opening, fibers are emerging. Now grow these fibers upward, through the ceiling, through the building, up into the sky and beyond until you connect with the energy of the heavens. Imagine the fibers drawing this energy down through the top of your head and downwards throughout your whole body.

Now imagine that the earth energy and the energy from the heavens is weaving together in your heart and throughout your body. Up from the earth and down from the heavens.

You are now anchored securely between heaven and earth.

When you are ready, become aware of your body again. Pay attention to your breath and to how you are feeling and what you are experiencing. Open your eyes and look around you.

Are there any differences in how you feel from before you did the grounding exercise to after you did the grounding exercise? Notice your physical body, the quality of your energy, and the thoughts in your mind.

Notes:

You may want to keep a journal of how you feel and what your impressions are after each of these grounding exercises. It may take several times of doing this exercise before you are able to relax and fully experience being grounded. Be patient with yourself.

You may wish to practice this or other grounding exercises several times a week, creating a habitual pattern of being able to shift your energy to being grounded, to being anchored. Then, when you get into a stressful or disconnecting situation, you can call upon being able to shift your energy quickly and easily to help keep you calm and grounded.

Another grounding exercise is to get into the shower and let the water run right on top of your head, imagining the whole time that as it runs down your body, you are grounding and anchoring your energy.

Standing on the earth and then bending over so that both your feet and your hands are touching the earth is a great way to get grounded. In this position, imagine energy from the earth flowing up through your hands, through your body, and then down through your feet. You make a circuit of energy with the earth. The earth is its own living being, with its own energy field.

All forms of meditation can assist in grounding you. When your brain waves shift into theta waves, as happens during meditation, your energies are actually matched to the same frequency as the earth and so again, this activity grounds your energy with that of the earth.

Can you feel your energy as calm and collected in the present when you have done a grounding activity? Do you believe that practicing grounding activities regularly can help to maintain more calm and collected energy in the present as a regular state of being? Why or why not?

Notes:

Protective Bubble

In order to protect yourself from negative thoughts, energies, and actions, it is important to put up a protective bubble or defensive shield every morning. To do this, visualize a pillar of clear light entering into your crown chakra from the central sun. This light comes down through your body, filling each chakra, and out into the ground. Now, imagine this light coming out, growing in width and depth, creating an egg-shaped bubble around you, approximately 3-6" outside of you in every direction. As you visualize this bubble of clear light, make a clear statement of your demand for protection according to your beliefs and customs. For example, in some customs, the following would be said:

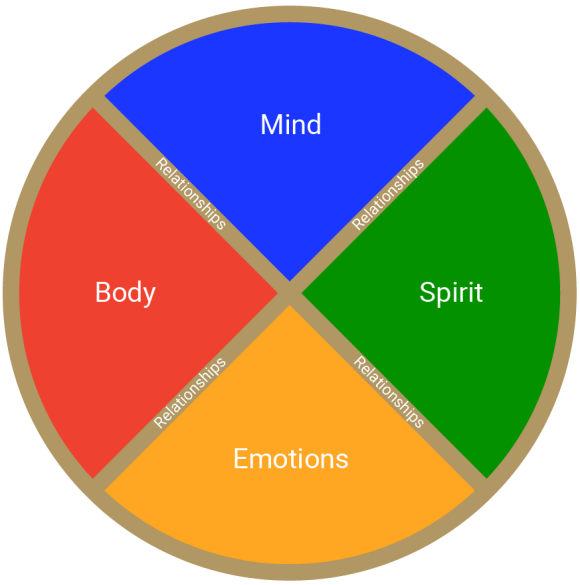
"By the prime policy of the universe, I demand, because I have the right, to not allow any negative thought, energy being, or entity into my bubble. I ask the angels to help hold the bubble and transmute anything negative that comes at me into the positive."

Practice making your protective bubble each morning. As you develop a very strong image and feeling about the bubble, you may wish to create a short-form ritual to create the bubble, which might be simply saying the words 'bubble up'. You are using your imagination to create the bubble of protection, and the energy for the bubble of protection follows along with your imagination. For this reason, the short-form of the ritual might not be for you since you may need to visualize all of the development of the bubble of protection. You can also get creative by putting a Teflon or mirror coating on your bubble so that anything coming at you will slide right off.

Do you feel that a protective bubble is either necessary or helpful? Why or why not?

Notes:

The Medicine Wheel as a Framework for Individual Health and Balance

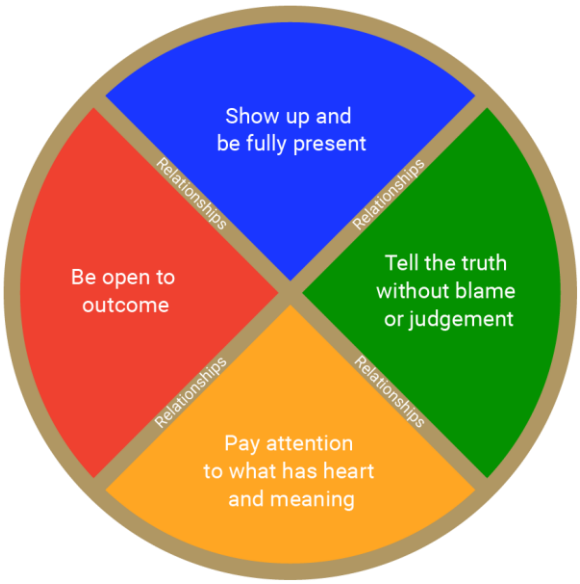


The Medicine Wheel is an archetype that is used throughout the world in Indigenous teachings. The Medicine Wheel is used to represent the life journey of the individual and of the community (organization) and is a type of mandala. Mandalas of some type or another have been used since the beginning of recorded history as tools to assist in navigating life. The Medicine Wheel is the mandala indigenous peoples have used to view self, community, society, or anything that one could ever think of looking into. Working with the wheel offers a picture to you and also helps to add clarity to a foggy view. In this respect, we use the Medicine Wheel as a Framework for achieving and regenerating individual health and balance. Note that the colors we use in the Medicine Wheel are not colors that are used within the Medicine Wheels of Indigenous Peoples.

We can experience the world as made up of particles of energy. Our finite minds cannot grasp the infinite, and thus our minds require us to create structure within these particles to create our perception of reality. The Medicine Wheel is an archetype that can provide this structure by organizing this energy into mind, spirit, emotions, and body. The inclusion of the 4 dimensions (mind, spirit, emotions, and body) is consistent in teachings across the globe, however, the position of each dimension in the wheel differs depending upon the original teaching. In any Medicine Wheel, the lines, or cross, of the wheel represent relationship and the circle represents the circle of life.

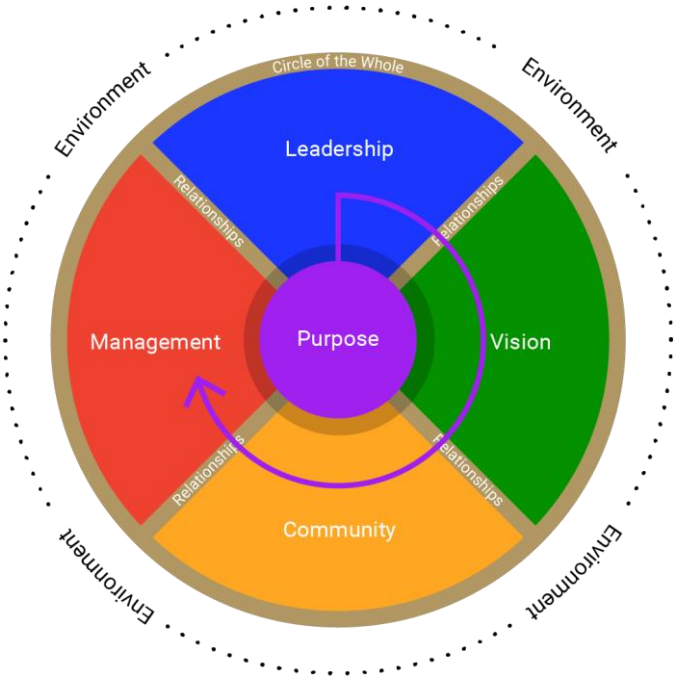
Within the medicine wheel, we offer for your consideration some of the work of cultural anthropologist and business consultant Angeles Arrien in her book The Four Fold Way in which she researched to find what was universal among Indigenous Peoples around the world. She postulated that since we all come from Indigenous Peoples somewhere, what is universal among Indigenous Peoples is universal also for all of us. Within The Four Fold Way, Angeles Arrien offers 4 laws which she refers to as the four fold way or the four immutable laws of Spirit, which are presented as follows:

1. Show up and be fully present
2. Tell the truth without blame or judgement
3. Follow what has heart and meaning
4. Be open to outcome, not attached to outcome



There are four archetypes found within the medicine wheel: Warrior, Visionary, Healer, and Teacher. Each associated with one quadrant of the wheel. This wheel is pictured to the left. Archetypes are patterns that are recognized throughout the world, patterns that humans relate to at a subconscious level. In other words, all humans work with these patterns, and the Medicine Wheel helps humans to do so with conscious awareness.

The Medicine Wheel Tool as a Framework for Individual Health & Balance

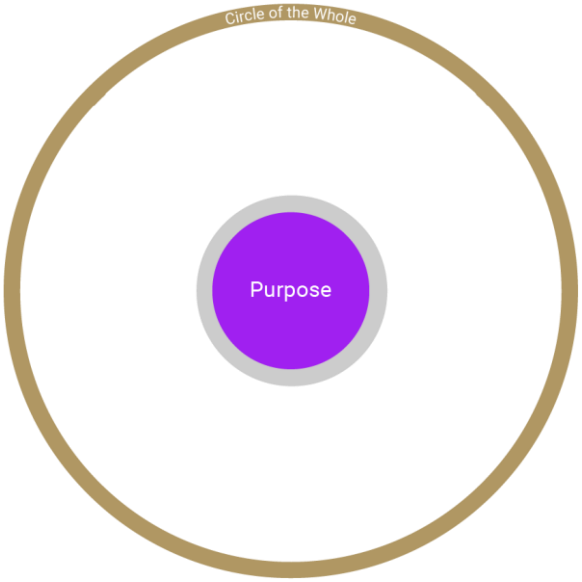


The Medicine Wheel Tool (pictured above) is one of the key components of the Genuine Contact Way of working and living. It is one of the most simple yet most powerful tools we work with in our organizational change and transformation work. It is rooted in the medicine wheel wisdom teachings introduced in the previous pages and is not a version used by Indigenous peoples.

When working with the Medicine Wheel Tool, we teach in the Genuine Contact way that you enter into the wheel through the center, where we find purpose. The balance of the journey around the Medicine Wheel Tool revolves around purpose. From there, we work to the north (leadership), then around in a clockwise direction, east (vision), south (community), and west (management), the cross for relationships and the circle of the whole. All of this is set within an environment. This process is our Medicine Wheel Tool© with a proven track record that the order of working within the tool is as important as the tool itself for sustainable results.

Purpose

We begin in the center of the Medicine Wheel Tool, in purpose.



Many people who are developing self-awareness have learned to look back on experiences to determine what they have learned from them. This is not as helpful in creating your best life now. The first step in creating your best life is to determine your purpose. Once you have a clear sense of purpose, you can work to establish life goals in alignment with your sense of your purpose and maintain a positive expectancy that your goals will be achieved.

When situations occur in your life, pay attention to how that situation is assisting your life goals to be achieved.

The following activities are designed to assist you in clarifying your purpose.

Making a Mandala

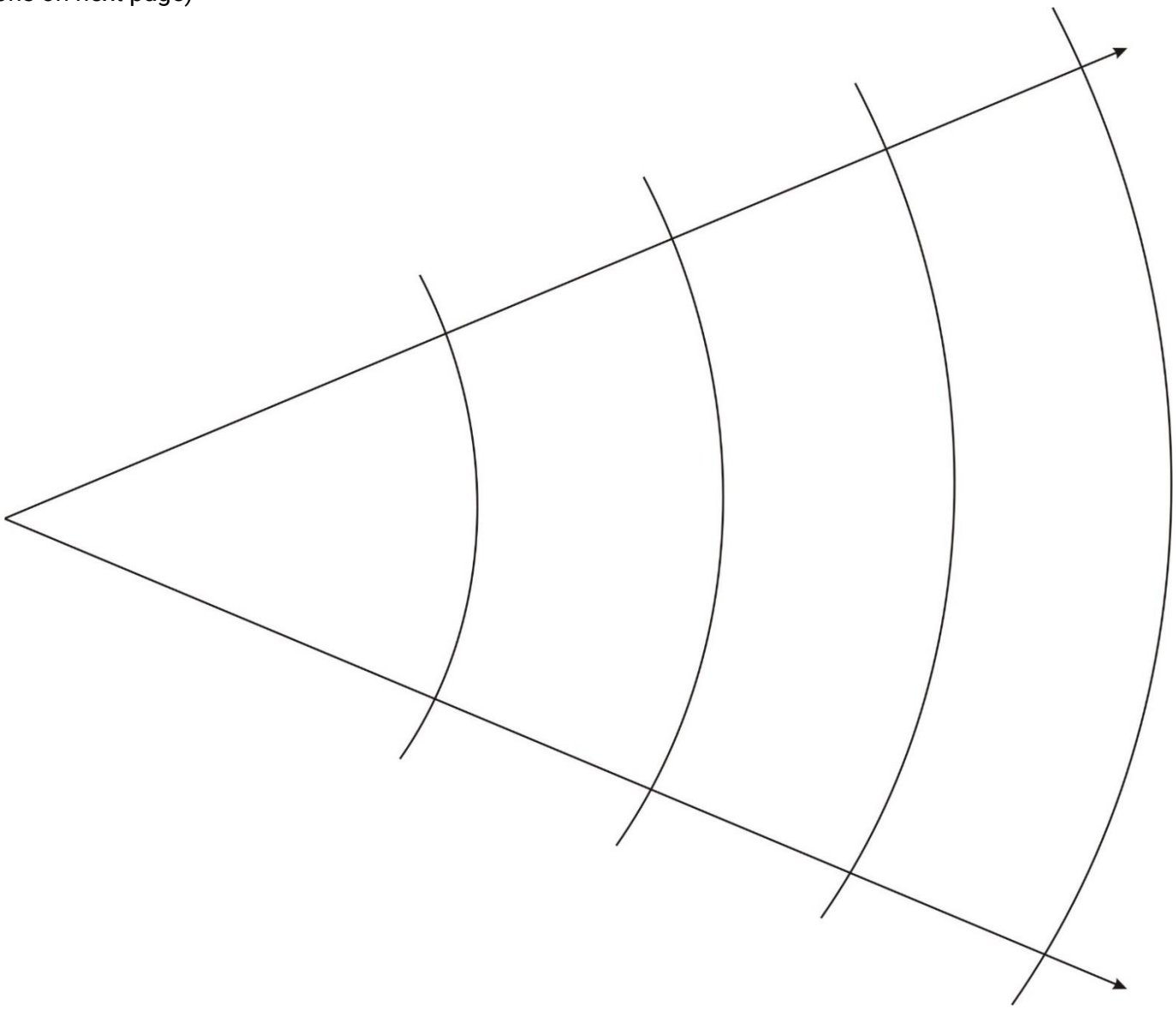
Material needed: objects from nature, one sheet poster paper, glue, tape, markers, any other creative materials you already have that you wish to use.

Gather items from nature that represent different parts of your life. Using these items, poster paper and markers, create a mandala that represents who you are out into the world. Draw a large circle taking up most of that piece of poster paper. Then engage your creativity by gluing those objects from nature into that circle, enhancing your mandala with drawing using the markers.

What do you understand about your purpose from this mandala?

Notes:

Exploring Personal Purpose
(see instructions on next page)



On the preceding page is a diagram. Complete the following steps to assist in further clarity about your purpose, using that diagram to complete the steps. We recommend reading and completing each step one-by-one rather than reading through all of the steps and then following them through. This will support you in your practice of staying present in the moment, rather than putting your mind's eye on the end goal.

1. Label the column on the right "how I want to be seen in the world" and then list everything that comes to mind when you think of how you want to be seen in the world.

2. Then go one column to the left and label it "how I don't want to be seen in the world" and then list everything that comes to mind when you think of how you don't want to be seen in the world.

3. Make note of a metaphor for each of the two columns if a metaphor comes to you. For example, a metaphor that I found for my first column was a 'lighthouse' and for my second column was a 'coyote'.

4. Once metaphors are identified, circle a word in the first column and one in the second column that are the most opposite to each other. You might have a difficult time with this because so many of the words in the two columns seemed like opposites but do your best to choose a pair.

5. Label the third column from the right, 'fear'. Focus on the two words that you circled and identify to the best of your ability an underlying 'fear' that you have that is related to these words. The two words were intended to provide a key to a big underlying fear that you have.

6. Label the final column (the left-hand one) 'purpose'. A big fear usually covers up the personal purpose of 'who you are.' So, keep reaching into yourself, looking behind the fear to see what it is covering up. Write down what comes to mind when you think of what purpose might be under the identified fear.

Having completed this activity to explore your personal purpose, what do you currently understand about your purpose?

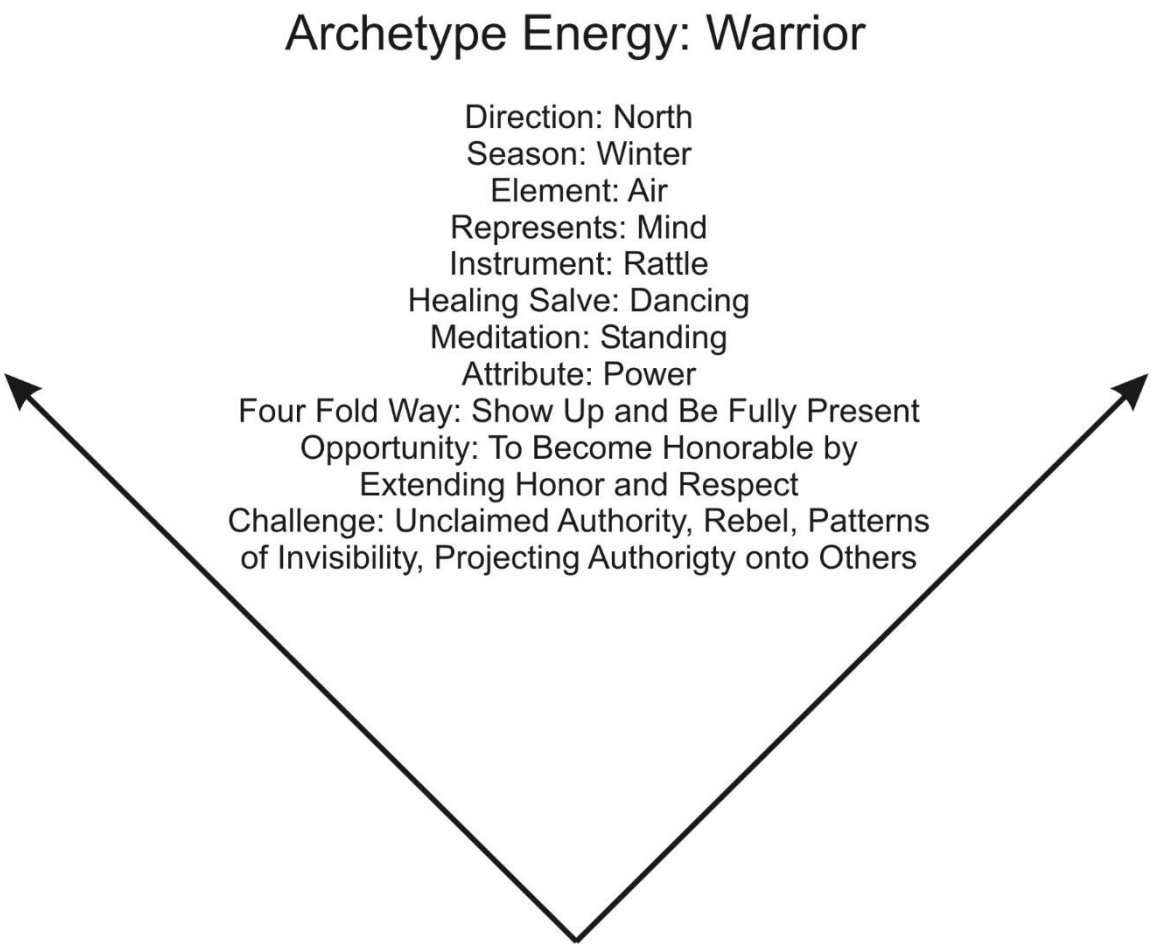
Notes:

Leadership/Warrior Energy

Within each quadrant, there is an association with one direction, season, element, human aspect, instrument, healing salve, meditation, attribute, Four Fold Way, Opportunity, and Challenge.

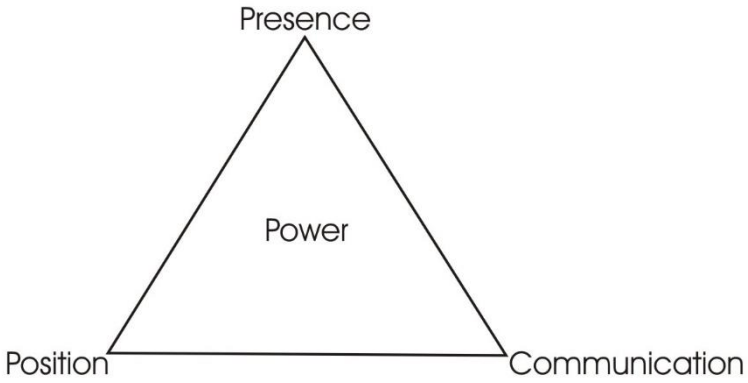
From Purpose, we move north, into the Leadership or Warrior quadrant. The elements associated with Leadership are indicated in the diagram below. We can work with each of these elements to strengthen each archetype energy within ourselves.

The most important use of your leadership energy is to lead your own life, to claim your authority (authorship) over your own life and thus claim your authorship of your life.



Exercises for Strengthening Leadership/Warrior Energy

Activities to strengthen Leadership or Warrior energies include working with and strengthening your personal power. Personal power is an equal blend of power of presence, power of communication, and power of position.



People who have a strong power of presence are often described as 'lighting up a room'. They are full of charisma and people like being around them because their presence makes others feel good or special. When working on strengthening your power of presence, it can be helpful to work with the Four Fold Way 'Show up and be fully present'. Power of presence is about being fully present in the moment, mentally, emotionally, spiritually, and physically. When worrying about the future, or angry or sad about the past, we are not living fully in the present moment, which detracts from our power of presence.

An exercise to strengthen your power of presence is to consciously commit to being fully present for the next 30 days. To assist you in this task, carry around 50 small tokens (one cent coins, small buttons, or something small that you can keep 50 of in your pocket easily) every day. When you catch yourself not being present to the moment, for example, when you are daydreaming or worrying about the past or the future, transfer one penny from one pocket to the other. You may need to transfer the pennies from one pocket to the next and then back again throughout the day when you first start this exercise. At the end of each day, count the number of pennies you have moved. Slowly, the number of pennies you transfer will become less and less as you become more aware of living in the present moment.

What is your perception of your ability with power of presence?

Notes:

Power of communication is about having the ability to express right communication at the right time.

Right communication is about both verbal and non-verbal communication; you need be clear about your spirit of intent, to say what you mean and ensure that your body language, tone of voice, and facial expression all correspond to the message you are conveying with your words and to your spirit of intent.

Right timing is about ensuring that the communication you are delivering is delivered at the right time so that you feel you are in your power while expressing yourself and the listener is also open to hearing you. For example, you might become frustrated with your kids if they are complaining to you about each other the second you walk in the door after a long day at work, but would have more patience for them if they waited until you had a few moments to relax and become settled into the energy of being home first.

What is your perception about your ability with power of communication including wisdom about right timing?

Notes:

Power of Position is about knowing your boundaries and being willing to take a stand whenever someone comes close to crossing those boundaries. It is about thoroughly thinking through the questions “what is my energy available for” and “what is my energy not available for” and once you are clear about the answers, making your position very clear and sticking with it.

Many people are afraid of setting boundaries because they believe they will hurt or offend other people. This is not the case. Boundaries help to establish and maintain relationships with others that are full of openness, honesty, and integrity. It also lets people know who you are and what you are about. People will value you more highly because of your power of position.

When you consider your power of position:

1. What are your boundaries?
2. What do you perceive as your ability to be clear about your personal boundaries and to honor them in action?
3. What is your perception about your ability with your power of position?

Notes:

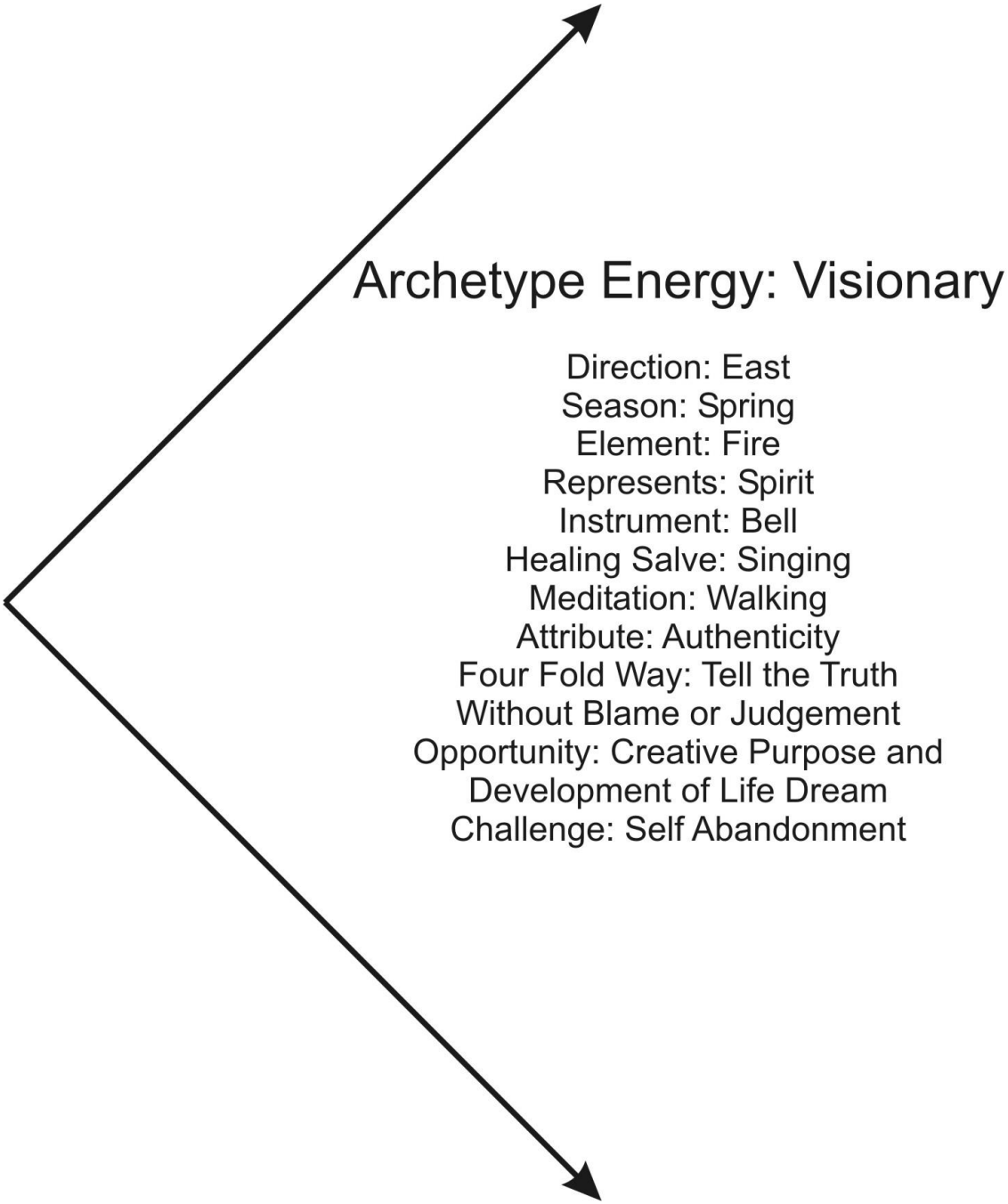
Accessing Leadership/Warrior Energy

When you notice that some of the challenges associated with this quadrant are appearing in your life, you may wish to spend some time accessing and strengthening your leadership/warrior energy. You can also access your leadership energy to gain clarity about how you can best lead your life. The instrument associated with this quadrant is the rattle, and the healing salve is dancing. One way to access and strengthen this energy is to spend approximately 10 minutes shaking a rattle or dancing. When you have completed the rattling or dancing, spend a few moments in silent reflection, and make some notes about what came up for you during the rattling or dancing. Make use of the different means of accessing your leadership energy that are outlined in the leadership quadrant diagram.

Vision/Visionary Energy

From Leadership, we move East, into the Vision or Visionary quadrant

This is the quadrant that we think of as ‘Fire in the Belly’ because we work with what we are inspired to achieve in accordance with what is uplifting for us and causes us to sense that we are true to our purpose for being here.



Activities for Accessing Vision/Visionary Energy

You may wish to spend time accessing and working with your vision energy when you notice feelings of self-abandonment. You can also access and work with your vision energy to gain clarity about your vision for how you see your life evolving. The instrument for accessing vision/visionary energy is the bell, and the healing salve is singing. To access your visionary energy, spend 9-10 minutes ringing a bell or toning. Once you have completed the bell ringing or toning, spend about 45 minutes walking in nature and taking notes about what came up for you and continues to come up for you during the walk regarding your vision.

What did you learn about your vision energy when completing the bell ringing or toning and walking?

Notes:

I AM

Remember that this energy is the energy of your spirit, the energy of the fire in your belly. Sometimes people struggle to access this energy because their mind blocks them from letting it shine. This is a simple daily practice to allow the energy of your spirit to shine while developing the skills of having a vision for segments of a single day.

“I am” is a very powerful statement. Saying “I am tired” has a very different energy, and a very different effect on the subconscious than if you say, “I feel tired”. “I intend” is also a very powerful statement. Saying “I intend to build my dream home” is much more powerful than “I wish I could build my dream home”. The words that we use are very important, not only in our life planning, but in our daily actions as well. Pay attention to the words you use every day.

This exercise can assist you in becoming more aware of your word choices and in guiding your daily actions.

Every morning when you are doing your morning routine, spend a few moments doing an I AM exercise.

1. Spend 30 seconds writing down everything you are or you aspire to be (I am creative, I am a writer, I am a dancer, etc.).
2. Spend 1 minute writing down everything you intend to have (I intend to have a successful Broadway career; I intend to have an equal balance between work and family life, etc.)
3. Spend 1 minute writing down everything you intend to do today (I am going to finish this project at work, I am going to go for a 30-minute walk with my family, etc.)

At the end of the day, spend a few minutes reviewing what you actually did with your day. And when you are reviewing, pay attention to what you did with your day and how it relates to who you want to be and what you intend to do or to have. What did you do that was aligned with your desires? What did you do that wasn’t aligned with your desires? Were the things that weren’t aligned in fact sabotaging you, keeping you away from your goals?

As you do this exercise for a few weeks, you may begin to identify areas where you are sabotaging yourself in achieving your goals. You can then figure out for yourself whether it is in fact sabotaging what you truly want or if it is that you are subconsciously preventing yourself from achieving goals that are not aligned with your purpose.

Sample I AM Exercise:

I am…

I intend to…

Today I am going to…

Today I did…

What did you learn by doing this I AM activity? Did you experience vision energy?

Notes:

Segment Intending or Creating Small Segment Visions

As you generate what you intend to do/have and what you are going to do with your day, you may wish to begin practicing segment intending. With enough practice, segment intending can allow you to fit more activities into a compressed amount of time. We have all done this at one point or another, when we are running late for something and believe that we can miraculously make it there on time, and then we do. To begin segment intending, follow these steps:

1. Block out your morning, day, or other chunk of time into segments.
2. At the beginning of each segment of time, consciously say to yourself, "within the next 30 minutes, I intend to…" and then list the things you want to accomplish in that time. For example, if you usually wake up 1 hour before you have to leave the house so you can get ready, and you sleep an extra 30 minutes, you could say, "within the next 30 minutes, I intend to shower, do my hair, apply my makeup, have breakfast and prepare lunch to take to work".

As you practice this more and more, you will find that you are able to do more and more within a smaller and smaller amount of time. The reason behind this is something within the human brain called a reticular activator. The reticular activator allows you to become consciously aware of stimuli in your life. When you make an intention, the reticular activator focuses your awareness on the stimuli that are needed to get the job done and not focus on the stimuli that are not required at that particular moment.

What do you now know about segment intending in relation to how it could work for you?

Notes:

Manifestation and Imagery

We have the ability to manifest our desires. In order to manifest your desires, use imagery to lock the image of what you truly want into your consciousness. To do so, spend some time really developing a clear image of what it is you truly want and imagine yourself living within that reality as though it already exists. The sentence "I want a new house" becomes "I live in a new home with white siding and blue trim on the outside. Inside, there are 4 bedrooms and 3 bathrooms, including an ensuite in the master bedroom. The house is 2 stories plus a basement. On the main floor are a living room, dining room, office, and kitchen. In the basement, there is a family room and a complete home theater system. In my new home, I feel satisfied with my purchase and excited about living in my dream home." You may wish to write down or draw the image that you see and post it somewhere to remind you of what it is you truly want. The process of manifesting requires a combination of the imagery via thought plus emotion, the emotion of feeling happy about what has been manifested even before it shows up in this reality.

Helpful questions to ask yourself to align with believing in the reality that you are creating are:

- What do you see when this is reality?
- What do you hear when this is reality?
- What do you feel when this is reality?

Once you have created your image, monitor your thoughts for any negativity surrounding that image like "Oh, you won't ever be able to afford your dream home". Practice believing in the imagery. It is like pretending that the vision is already your reality. You do this so that you don't let negative self-talk get in the way of what you are attempting to manifest. In the Artist's Way by Julia Cameron, she says that if you are being creative, in the early stages, don't even share your inspiration with others because you run the risk of them putting your creativity down with their criticisms and doubts. You might think about this also in terms of sharing what you want to manifest. All too often, others say things like 'it is too expensive,' and 'where will you ever get the money?' and then negative thought enters going against the energy of the manifestation. Not sharing what you are setting out to manifest is wiser for this reason.

Once you have created the image, truly believe it to be in your reality now with the joy of it. The last step is allowing the universe to catch up with you and bring the manifestation into your reality. Allowing is detaching from outcome and being open to receiving. It is helpful, as a way of detaching from outcome, to say that you are manifesting this or something better. Sit back and allow it to happen.

1. Have you had prior success in making your vision your reality? What do you know about doing so? Can you replicate what you did?
2. How do you feel about following the technique noted above to bring your vision into reality?
3. What do you now know about accessing your visionary energy?

Notes:

Community/Healer Energy

From Vision, we move South, into the Community/Healer quadrant. Humans, when in their health and balance, are social beings. The work done in this quadrant strengthens the ability to participate in communities of people in healthy and balanced ways, moving beyond unhealthy patterns of engagement with community. Participating in community is the work of the healer, in being of service to others and being in service to oneself, in healthy life nourishing ways.

Exercises for Accessing Community/Healer Energy

You may wish to spend time accessing and working with your healer energy when you notice feelings of martyrdom. You can also access and work with your healer energy to gain clarity about your emotions and balancing your abilities to give and receive. The instrument for accessing healer energy is the drum, and the healing salve is story telling. To access your healer energy, spend 9-10 minutes drumming or lying down and listening to a drumming CD. Once you have completed the drumming, spend about 15-20 minutes lying down and making notes on what came up for you during the drumming, and what continues to come up for you as you make your notes.

Within this quadrant, you are encouraged to work on your healing. If you are leaking energy, that energy is not available for you to lead your life the way that you aspire to. The beginning of this is to understand where you have energy leakages. Draw a picture of yourself. Then draw in any streams of energy leakages that you have. Once this is done, label these streams if you care to. Energy leakages are never about the present moment…they are always about the past or the future. Can you identify the percentage of your energy you believe you are leaking?

Energy leakages hurt only yourself. They do not prevent problems in the future, over which you really have no control. They do not harm anyone who has harmed you in the past. They harm only you.

Please take some time to reflect on this and make notes about what you intend to do about your energy leakages.

Notes:

Now look at the community that you need so that you can be uplifted, productive, and true to your purpose. Are you surrounding yourself with the community you need, or does your community bring you down with negative energy? Is any action needed on your part to develop the community that you need?

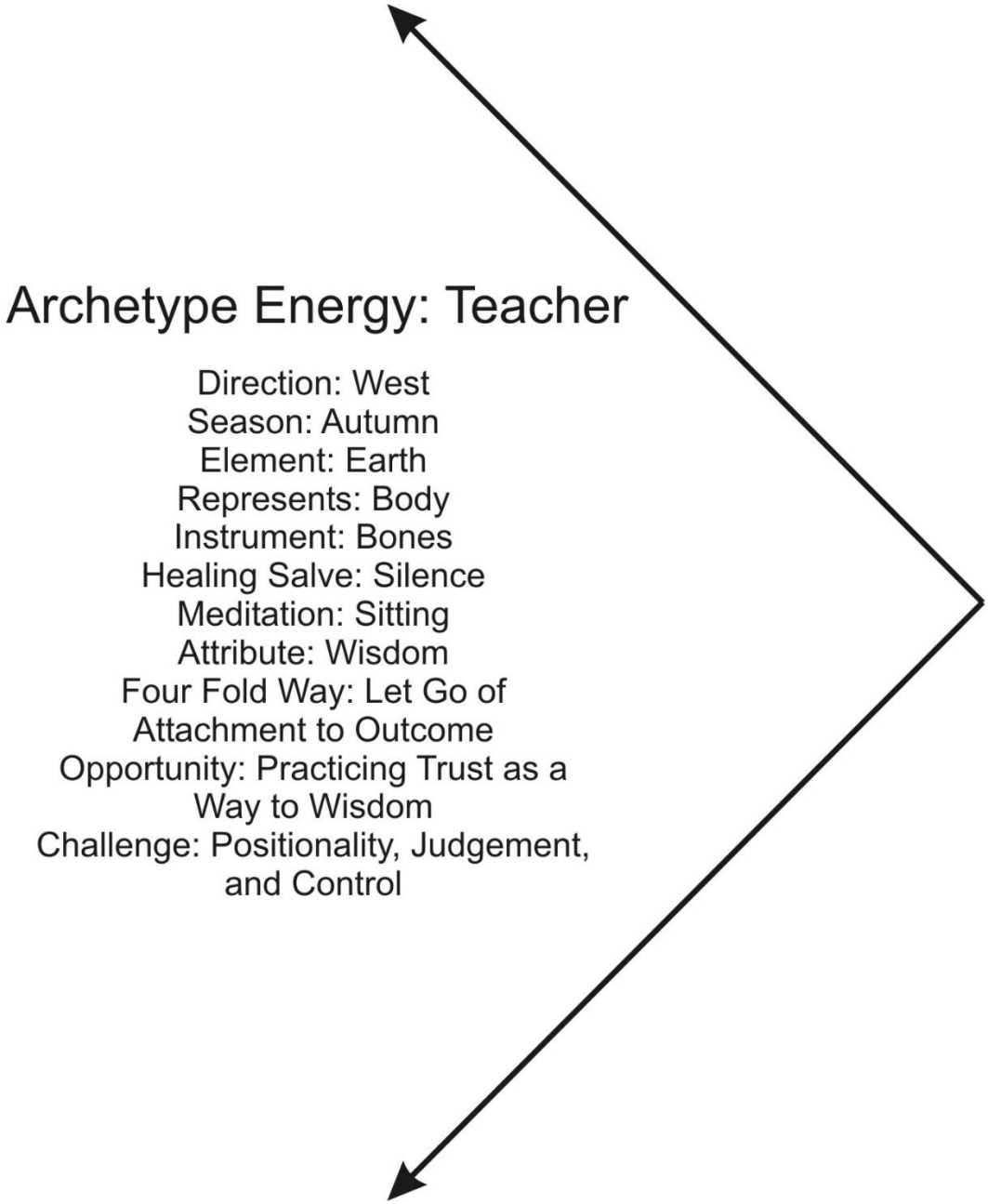
Notes:

What do you perceive as the relationship between healer energy and community energy? What do you now know about accessing your healer energy?

Notes:

Management/Teacher Learner Energy

From Community, we move West, into the Management or Teacher/Learner quadrant. The journey through the Medicine Wheel Tool at this time takes into consideration all of the gains made in self-awareness in the purpose, leadership, vision, community components. The job in this quadrant is to develop actions based on the gains made, including the setting of goals to be achieved that align with vision. The energy within management is that of the teacher who can sort out what needs to be done and simultaneously recognize self as a continual learner who is open, curious, flexible to taking in new learning and easily adjusting goals and actions.



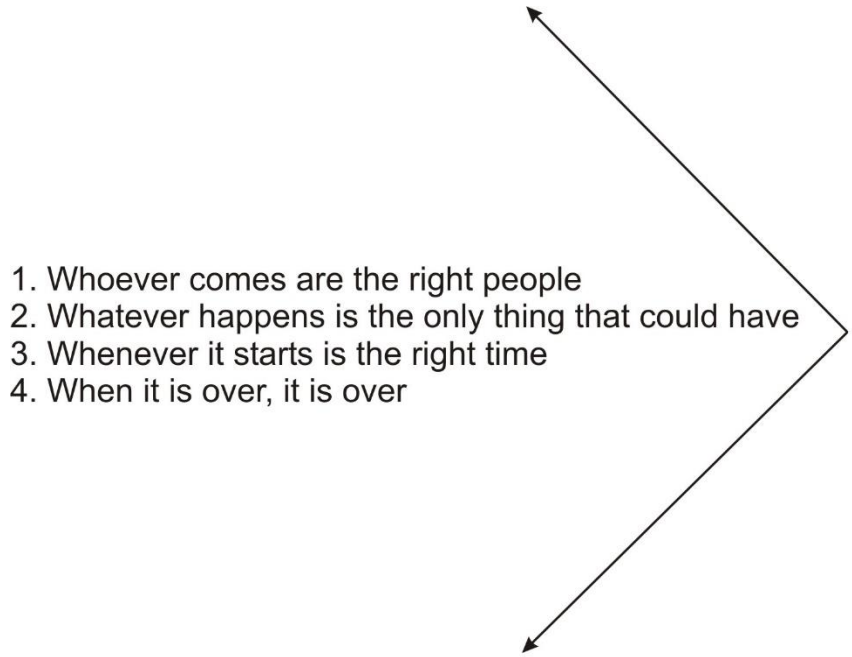
Exercises for Accessing Teacher/Learner Energy

You may wish to spend time accessing and working with your teacher energy when you notice feelings of positionality, judgement and control. You can also access and work with your teacher energy to gain clarity about trusting self and others. The instrument for accessing teacher energy is bones and the healing salve is silence. Because using bones as an instrument is not always realistic, you can use click sticks instead. To access your teacher energy, spend 9-10 minutes clicking sticks, then spend about 15-20 minutes sitting and making notes on what came up for you during the music, and what continues to come up for you as you make your notes.

Releasing Attachment to Outcome

"It's the journey, not the destination" is a cliché we've all heard and some people live by. What this quote means is that we should focus on the process, not on the outcome. By focusing on the process, we give up our attachment to the outcome. Instead of spending our time obsessing on succeeding, winning, or always looking our best, there is suddenly room to pause and appreciate the moment. There is time to feel joy at learning how to knit, instead of obsessing over the one stitch that was dropped, to enjoy the guests we've invited to dinner, instead of worrying about why that one 'important' couple didn't come, or to appreciate learning how to create and insert a graph from Excel into a report rather than being upset at the time you wasted on a proposal you didn't get the project on.

Letting go of attachment to outcome reduces a significant amount of pressure, stress, and worry from our lives. Working in the management quadrant of the medicine wheel, you can use the 4 principles of Open Space Technology to assist you in letting go of attachment to outcome. By following these 4 principles, outcome no longer matters, and enjoying the journey becomes the most important thing.



What is the relationship of this teacher/learner energy to letting go of attachment to outcome?
What do you now know about accessing the teacher/learner energy?

Notes:

Learning Summary

You have gone through many activities and reflections to help you with your engagement in your health and balance. You are invited to review your notes, reflections, and insights and to do a brief and clear summary of what your engagement produced that you feel is important to remember or refer back to.

Notes:

Five Beliefs

You are invited to continue your reflections about the Five Beliefs of the Genuine Contact way and how they are now playing out for you in your journey of exploring your health and balance.

Notes:

4. Construction

"Grow yourself beyond arguing for your limitations."
~ Ward Williams

You will have the opportunity to review all that you learned in this module, developing a plan that is uniquely yours for attending to your health and balance daily, weekly, monthly, seasonally, and annually.

Developing a Plan

This is your opportunity to develop a plan for achieving and continually regenerating your individual health and balance based on everything that has been covered in this module, including in the preparatory work.

Building Blocks

First, you are asked to compile a collection of all of the building blocks that have been covered. These building blocks might be measurement tools, processes, or activities that you have learned. They can include building blocks related to all levels of the evolutionary spiral – discernment, readiness, engagement, construction, implementation, or monitoring and adjustment. Bringing them all onto the table as building blocks rather than heading right into making a plan is an important step. Much like taking the time when starting to build a puzzle to turn all the pieces picture-side up and organizing them into groupings of edge and middle or by color, the rest of the activity becomes much easier when you can see everything in front of you.

You might make a list, write each building block on an index card, or use a preferred app to gather your building blocks. Include building blocks that can be done daily, weekly, seasonally, or annually. However you gather them, think about how you will use them not just in this workshop, bu also in implementing your plan and to support you in making adjustments during implementation.

Next, consider additional building blocks that you already know are important to your individual health and balance. What other building blocks will you add that are unique to your life? These might be things you are already doing or they might be things you would like to begin doing.

Identifying the building blocks does not mean that you going to do all of these things. Or do them all at once. These building blocks are intended to give you options for creating your plan.

What are you noticing as you prepare for constructing your plan?

Notes:

How You Learn

Now is the time to remember what you identified as the best ways you learn. This will be your guide for figuring out how to plot your plan. You might make a table and fill it in. Columns could be what you plan to do daily, weekly, seasonally, or annually. There could be a further step of what you want to take on soon and what you want to begin to implement a little later. Or, you may have a more free-flowing way you would like to capture your plan, such as a mind map or a bullseye with radiating circles, each of which you give a label to. You might prefer to use technology to capture your plan, such as using a Miro board or a project planning app. The choice is yours and should be based on supporting your best learning. Your awareness of how you best learn and applying that awareness in how you want to construct your plan is important self-awareness.

What do you want to keep in your awareness about how you learn while you construct your plan?

Notes:

Construct the Plan

You now have the building blocks that will go into the plan and the way you want to do the construction. It is time to go through the building blocks and figure out where they fit into your plan for achieving and regenerating individual health and balance.

As you develop your plan, give consideration to:

- What you intend to do daily, weekly, seasonally, and annually
- How you give attention to your mental, emotional, spiritual, and physical health
- Which steps of your plan can realistically be implemented immediately, which can be implemented over time, and how you will add these additional steps in a way that supports your success

Learning Summary

Having developed your plan, you are invited to review your notes, reflections, and insights and to do a brief and clear summary of what your construction produced that you feel is important to remember or refer back to.

Notes:

Five Beliefs

You are invited to continue your reflections about the Five Beliefs of the Genuine Contact way and how they are now playing out for you in your journey of exploring your health and balance.

Notes:

5. Implementation

"Choose the most life nourishing option...every time"
~Birgitt Williams

You will have the opportunity to implement your plan, enhancing your learning via application.

It is important for you to create the conditions for successful implementation of your plan. The overall frame that you have to succeed in implementing your plan is important. In other words, being clear about why you are committed to working on your health and balance right now. It may be helpful to you to frame your plan as developing your capacity for leadership. That is how we framed it for this module. You might have a different way of framing the implementation of your plan that feels important to you at this time.

What is your chosen way of framing the implementation of your plan? Why are you framing it this way?

Notes:

The second, and related, step in creating conditions for successful implementation of your plan is to bring your spirit of intent for working on your health and balance to your conscious awareness. Your spirit of intent comes from a deep yearning in you for success with your health and balance. Saying to yourself that working on your health and balance is a good idea is not your spirit of intent.

Why are you really doing this, making this investment in yourself? What is your spirit of intent?

Notes:

One condition for success is to get started right away, as in now. Identify what parts of your plan you are implementing at this very moment while you are still in the midst of your learning.

What other conditions for success do you identify that are important to you? Can you create these conditions for success?

Notes:

It is now the time in this learning for you to have some months of implementing your plan. In a few months' time, you will have the opportunity to have a conversation about how the implementation is going at the Individual Health and Balance mentoring circle. It is valuable to attend with others who have taken this Individual Health and Balance module, highlighting what was learned through implementation and identifying topics for conversation that feel important to you as you keep learning about health and balance.

Learning Summary

After reflecting about implementation of your plan including creating conditions for success in implementation, you are invited to review your notes, reflections, and insights and to do a brief and clear summary of what your construction produced that you feel is important to remember or refer back to.

Notes:

Five Beliefs

You are invited to continue your reflections about the Five Beliefs of the Genuine Contact way and how they are now playing out for you in your journey of exploring your health and balance.

Notes:

6. Monitoring and Adjustment

"Whenever you grow by even a millimeter, new worlds open up to you with new possibilities"

~ Birgitt Williams

The plan will include monitoring your progress using the baseline measures that you started with in this module and making adjustments to either how you are implementing your plan and/or to the plan itself. The module is designed with follow-on mentoring circles to have group discussions facilitated by a Genuine Contact trainer about what has been learned in developing and maintaining your health and balance and your perspectives of health and balance as a key leadership capacity.

Whether you develop your monitoring and adjustment plan as part of your construction of the plan or whether you need to make some progress with implementation before developing your monitoring and adjustment plan, what you design is unique to you and how you best learn. You do need a plan for monitoring and adjustment at some point.

We have helped you with this by the many metrics we built into the discernment process, which is the baseline against which you can measure your progress. You are invited to go back and pull up all of those metrics and make a composite picture of the baseline that you are measuring your progress against.

Check the plan you have developed. Does it address the aspects you noticed needed attention while doing these baseline measurements? What adjustments might you already make to your plan to include these aspects?

Having done that, what else do you want to include in what you will do in monitoring your progress? How do you want to build this into your plan?

Notes:

Monitoring is intended to be free of judgment and criticism. When you monitor your progress, sometimes you will be right on track with where you want to be, and sometimes you won't. It is not to be looked at as good or bad. It simply is.

Adjustment implies that if you are off track, you are the author of the adjustments that you want to make to get back on track. View them as adjustments, as course corrections, made at just the right time. Sometimes, you might determine that your plan itself needs adjusting.

Learning Summary

At this point, having gone through discernment, readiness, engagement, construction, implementation and now monitoring and adjustment you have learned a lot. You are invited to take time and write summary notes to harvest your learning. This harvesting of your learning regarding individual health and balance is a valuable tool unto itself.

When this is complete, you are encouraged to reflect about why individual health and balance is a key leadership capacity and write additional summary notes to capture these reflections.

Notes:

Five Beliefs

You are invited to continue your reflections about the Five Beliefs of the Genuine Contact way and how they are now playing out for you in your journey of exploring your health and balance.

Notes:

Thank You

It is now time for our own closing circle. Thank you for participating in this learning journey. We ask that you complete an evaluation form before you leave.

And of course, we would be delighted to see you take the full Genuine Contact™ program. Training dates and locations are available on at www.genuinecontact.net.

And if you were pleased by this program, please pass word on to others. Thank you and journey well.

Credits and Acknowledgements

- This learning module was created by Birgitt Williams and Ward Williams of Dalar International Consultancy. Birgitt and Ward Williams created the Genuine Contact™ program and approach and can be reached at www.dalarinternational.com.

- Open Space Technology was created by Harrison Owen and is described by Harrison Owen in his books published by Berrett-Koehler.

- The Four Fold Way was researched and written by Dr. Angeles Arrien, cultural anthropologist and business consultant.

- Whole Person Process Facilitation was created by Birgitt Williams and Ward Williams of Dalar International Consultancy, Inc with a foundation in the work of Marge Denis of Stillpoint, Huntsville, Ontario, Canada in Process Facilitation.

- The Genuine Contact logo, workbook design, and other graphic design are the work of Maya Lie of Providers of Goodness. She can be reached at http://providersofgoodness.com.

- The manuals and other media for the Genuine Contact™ program are maintained by the Genuine Contact Organization. You can reach the Director, Rachel Bolton, at pd@genuinecontact.net.

- A comprehensive bibliography for the Genuine Contact™ program and a recommended reading list for this learning module is available at genuinecontact.net/recommended-reading/

Become a Member

You are invited to become a member of the Genuine Contact Organization. To support and invest in this organization and its work to spread Genuine Contact in the world.

For over 2 decades, Genuine Contact has grown and spread in the world through reciprocal relationships. While learning the modules of the Genuine Contact Program teaches tools and methods that can be applied immediately, being a member of the Genuine Contact Organization and contributing to its work offers an ongoing opportunity for learning deeply about the Genuine Contact way of working.

Built on a foundation of 5 beliefs, the 9 modules of the Genuine Contact Program, working with the Medicine Wheel Tool, and mentoring, our members contribute their time, passion, and wisdom to spread Genuine Contact in the world while benefitting from a powerful and holistic way of working in organizations and a vibrant membership community.

Membership is open to people who are ready to:

- experience great benefit through the insights, wisdom, and relationships you have by being a member of this ongoing mentoring circle
- find value in the resources that are available to you through your connection to this organization
- benefit in using Genuine Contact in your work and want to contribute to its ongoing growth and development
- have a desire to participate in and contribute to the success of the Genuine Contact Organization that makes all of this possible

Membership is much more valuable than any list of services and benefits could possibly communicate. The real value is in the relationships developed, the connections made, and the opportunities taken advantage of through time spent with other members. There are also quite a number of direct, tangible benefits that our members use from the moment they join – making the decision to become a member an easy one.

Choose Your Membership Package

With 6 membership levels to choose from, there is one that's just right to meet your learning need and your contribution goals – choose the one that suits you best, and if you have any questions, feel free to contact our Director to help you choose just the right option.

For as little as $99 annually, you can support the future of the Genuine Contact way of living and working.

Learn more about membership at https://genuinecontact.net/membership/

Genuine Contact
Quality Commitment

Preamble

Genuine Contact™ Professionals have adopted a holistic approach to leadership and organizational development based on the approach, program, and power of the Genuine Contact Program. They have developed competence in working with at least Whole Person Process Facilitation (Module 2) of the Genuine Contact Program to assist leaders and organizations in their development.

Genuine Contact Professionals, when working with modules of the Genuine Contact Program in their work as organizational consultants, leadership development consultants, and meeting facilitators, work within the scope of the modules that they have developed competency in. Genuine Contact Professionals may also apply different meeting methodologies like World Café, Appreciative Inquiry if they seem more suited to the business goal.

Depending on the needs of the client, a Genuine Contact Professional can pull larger teams together from amongst the Genuine Contact Professionals, and others whose work is in alignment with our quality commitment, when needed.

To ascertain if someone is a Genuine Contact Professional, a client can check with the Genuine Contact Program Director at gcprodir@gmail.com. While the Program Director cannot remark about the competence of the person, s/he can verify that a Quality Commitment has been made. Leaders and organizations seeking to engage a Genuine Contact Professional are responsible for selecting him/her and doing their own reference checks.

Genuine Contact Professionals make the following commitments to ensure the most beneficial results of their work and recommit to this Quality Commitment annually.

Quality Commitment

I assure the quality of my work with the following:

Meeting Facilitation

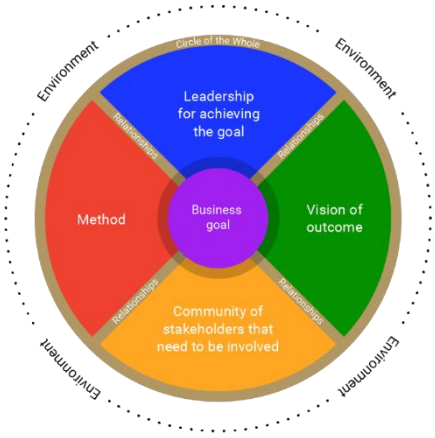
When working with the Genuine Contact™ approach to facilitate meetings, I follow an established protocol which includes preparation meetings, facilitation of the main meeting, facilitation of a debrief meeting, and ensuring a follow up accountability meeting whenever possible. I use Whole Person Process Facilitation as the participative and creative method for the preparation and debrief meetings and either Open Space Technology or Whole Person Process Facilitation or another participatory approach such as Future Search, World Café or Appreciative Inquiry (all credible participatory meeting methods) for facilitating the conference or main meeting.

Even when meeting methodologies are used that are not part of the Genuine Contact program, they will be conducted within the operating platform of a Whole Person Process Facilitation meeting, when possible.

Upon completion of the conference and/or meeting, I can provide my clients with an evaluation, based upon participant feedback upon request.

Longer Term Consulting Services for Personal Development, Leadership Development and/or Organizational Development

At the time of contracting, I and my client ensure that we have:



- clarity about the business goal of the assignment
- leadership considerations regarding success of the assignment in the organization
- expectations of the client (deliverables)
- who the people are who need to be involved for the assignment to be successful
- the design
- how the relationships will be worked out for success
- how the collective intelligence of the organization will be accessed if needed.

A schedule of review meetings will be established for course correction as needed in relation to the initial scope of the agreement. I understand the importance of continuous review and change rather than waiting until the final review.

Personal Competence, Capability, and Capacity Development

As Genuine Contact Professional, I commit to my ongoing personal competence, capability, and capacity development with:

- Ongoing participation in the Genuine Contact mailing lists (international & language-specific if available)
- International Genuine Contact Mentoring Circles (in person as well as in online environment)
- Regional and/or local Genuine Contact Mentoring Circles
- GC Newsletters / Blogs
- Participation in at least one Genuine Contact training annually, either through intensifying learning in a familiar module or taking additional modules, to be done in person, on-line, or by reviewing a GC training workbook.
- Any other engagement in Genuine Contact activities

Environmental Protection Policy

I use food, materials and techniques that ensure the least possible negative impact on the environment. This includes - whenever possible - but is not limited to recycled (flipchart) paper, water based markers, refill-products, organic food, snacks and drinks, energy saving technical products.

The Genuine Contact™ Program

Foundational Givens, Beliefs, Components, and Key Concepts of working with Genuine Contact

Birgitt and Ward Williams designed the Genuine Contact™ program with simplicity in mind. The program, focusing on attending to organizational health and balance as a foundation for organizational success, uses meetings as a catalyst for organizations to develop as conscious, life nurturing, interconnected creative organizations. Meetings are used as a catalyst. Management learns to manage differently. We call these organizations Genuine Contact Organizations. The process is organic so that every organization brings about its own unique change from within.

Foundational Givens of the Genuine Contact™ program

Birgitt and Ward Williams established minimal Foundational Givens for the Genuine Contact™ program. Foundational Givens define the approach and are not open for change. Basically, Foundational Givens are keys in defining what the program is and what it is not. On September 21st, 2001 Birgitt and Ward Williams invited the first group of graduating GC Trainers and all graduating GC Trainers in subsequent years, to participate in a Genuine Contact Organization within the theme of developing the approach within the following five Foundational Givens listed below.

In 2006 the GC Co-Owners Group Ltd. was formed and additional Operating Givens of the GC Co-Owners Group Ltd. have been developed over time and are open for review and change by all members of the organization. The Operating Givens are available in the Co-Owners Space online (ask Program Director for access). Foundational givens are not open for change.

Foundational Givens:

1. The 5 foundational beliefs as noted below.
2. There are 11 components of the Genuine Contact™ program as noted below.
3. Requirement to provide the Workbooks developed by Birgitt and Ward Williams when a GC Training is offered.
4. Limited givens, maximum choice and participation.
5. Limited external consultant involvement with maximum skill and capacity building.

Beliefs of Genuine Contact

Within the Genuine Contact approach and program, we work from the following five foundational beliefs:

1. We believe that spirit or Spirit matters, that through spirit or Spirit, all of creation is connected, and that people are precious.
2. We believe that every organism (including the organization) has within it the blueprint for its own optimal health and balance.
3. We believe that focusing on genuine contact enables individuals and organizations to achieve the individual and organizational health and balance that is needed for optimal effectiveness. Positive change in the organization is directly linked to positive change in individuals. Both are required for sustainable new ways of working.
4. We believe in keeping it simple. Simple frameworks and processes enable success with complex situations. In keeping it simple, we recognize that any sustainable change must begin from the inside and cannot be externally initiated or driven.
5. We believe that change with its accompanying loss, grief work, and conflict is constant. Organizations that develop mastery in working with change can sustain optimal effectiveness. These leaders and organizations recognize that change cannot be managed, that energy spent trying to manage change is wasted energy, and that productive use of individual and organizational energy is achieved by working with change rather than against it.

Components of the Genuine Contact™ program

The Foundational Learning Modules and Advanced Skill Development Learning Modules make up the Genuine Contact program and approach. The series provides skill, capacity, and competency development in the Genuine Contact program as well as providing the conditions to assimilate the Genuine Contact approach.

1. Foundations 1: Path to Organizational Health and Balance
   offers leaders an opportunity to make the difference in the performance of your organization through the importance of balance, cleansing, and nourishing in a way similar to the holistic approach to the health of the human body.

2. Foundations 2: Achieving and Regenerating Organizational Health and Balance
   explores the state of health of organizations from a holistic organizational growth perspective and aids in developing your own prescription through a self administered diagnosis, towards achieving and maintaining a healthy organization in these rapidly changing times..
3. Foundations 3: Individual Health and Balance
   explores the state of individual health and how to maintain a state of optimal health even in highly stressful situations.

4. Foundations 4: Holistic Leadership Development
   develops the skills, capacity and knowledge for the new leadership paradigm 'leading so that people will lead' and to nourish a culture of leadership.
5. Advanced Skill Development 1: Working With Open Space Technology
   develops and enhances skills in facilitating meetings in which a frequency is held for people to make life nurturing choices from amongst agenda items within a particular theme and givens.
6. Advanced Skill Development 2: Whole Person Process Facilitation
   develops and enhances skills in facilitating meetings in which a frequency is held for people to make life nurturing choices based on what is presented to them to solve within a particular topic and within stated givens.
7. Advanced Skill Development 3: Cross Cultural Conflict Resolution
   develops and enhances skills to facilitate meetings in which people determine personal boundaries and view situations from flexible rather than fixed perspectives.
8. Advanced Skill Development 4: The Genuine Contact Organization
   develops and enhances skills in leading and mentoring conscious interconnected learning organizations. These organizations provide the conditions for choices to be life nurturing rather than life depleting.
9. Advanced Skill Development 5: Train the Trainer
   develops and enhances skills to teach others in all of the components of the Genuine Contact™ program, ensuring that the program maintains its integrity (wholeness) and respects the unique contributions that each individual makes to the program.
10. We offer Mentoring as a forum to learn the art of mentoring and to walk the talk of mentoring of both individuals and organizations.
11. We underpin the Genuine Contact™ program with the healing circle or medicine wheel as the overall matrix for our learning, healing, development, evolution and consciousness. As Medicine Wheel Tool© it assists us in walking the mystical path with practical feet and bringing about results that exceed expectations.

Key Concepts of working with Genuine Contact™

There are 9 key concepts supporting the foundational beliefs and development of the Genuine Contact Program:

1. Opportunities for genuine contact begin with the courage to be in genuine contact with the self and extend into all relationships.
2. Work of, with, from, and to Spirit can be experienced as a harmonic resonance that can be facilitated, beginning with establishing the harmonic resonance within the self as the facilitator. This requires discipline in a state of BEING in this harmonic resonance as the key work for the facilitator. In doing so, we work with healing energy, drawing from knowledge in the healing arts.

3. We work with the blueprint for health in the organism (the individual and/or the organization) by attending to balance, cleansing, and nourishing.
4. Change is constant and organizations must be developed to thrive in change. Organizational effectiveness in motion is a required organizational capability if they wish to thrive in future times of intense change.
5. We use meetings as a catalyst to assisting the organization attain a state of health and balance. The two meeting methodologies used are Open Space Technology developed by Harrison Owen, USA and Whole Person Process Facilitation developed by Birgitt, USA. Both meeting methodologies are highly participative, within a boundary established by predetermined “givens".

   Within Open Space Technology, a harmonic frequency is held for people to make life nurturing choices from amongst agenda items within a particular theme and givens.

   Whole Person Process Facilitation was developed by Birgitt Williams to complement working with Open Space Technology as a meeting methodology equally as participative, with similar values, and yet serving the organization when a process as open as Open Space Technology is not appropriate to the agenda and circumstance.

   Within Whole Person Process Facilitation, a harmonic frequency is held for people to make life nurturing choices based on what is presented to them to solve within a particular topic and within stated givens. The topics are predetermined, thereby offering a more obviously structured agenda than Open Space Technology.
6. We believe that a liberating structure, combined with a participatory architecture is essential to achieve and sustain organizational health and balance so that organizations are highly effective and able to thrive in constant change.
7. We work with Open Space Technology and Whole Person Process Facilitation as interventions that enable health and balance in the ongoing life of the organization. We recognize these meeting processes as powerful and impactful in the ongoing life of the organization, therefore we attend carefully to both the pre-work (before a meeting) and the debrief work (after the meeting).
8. We recognize that everyone facilitating and leading using the Genuine Contact™ program will do so with their own unique style and experience. However, it is also necessary to guarantee to organizations who bring this program into the organization that they are receiving consistency with the component parts and/or their development as a genuine contact organization. Clients are entitled to assurance that when they engage in any components of the Genuine Contact™ program, that it maintains integrity. Within the Genuine Contact™ program, the components are standardized and can be easily duplicated. When any of the components are offered in an organization, the client is guaranteed of a certain standard.
9. Component parts of the program have value if taken on their own.

The overall goal is to have the Genuine Contact™ approach and program make a life nurturing difference in the world.

For more information visit **genuinecontact.net**