

# A Leader's Voice

Karin Hamrin & Niklas Lindhardt interviewing a Change Leader

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

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

## INTERVIEW

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

*I support improvements in a large organization within the automotive industry, as a change leader.*

*I want to share how the program has helped me meet people in a completely different way, from their perspective and triggered fear. In doing that, I am able to spark true engagement from more people, enabling us to go forward together.*

*Can you briefly explain the challenge you had?*

*As all improvements create some kind of stress, I often end up in situations where I or others trigger a reaction.*

*Yes, that is a challenge familiar to many. What are the transforming Insights you've had, that helped you?*

*The program has helped me to understand myself and how I can integrate my reaction into something positive. And through that, the program has helped me to understand others, giving me the opportunity to understand their personal needs in the given situation and how we can co-create.*

*What effects do you experience from this insight?*

*Now instead of seeing a resistant, unwilling or closed individual, I see the triggered figure behind. I can meet a person with a triggered opportunist to make her/him feel safe and really in the loop. Or a triggered diplomat in a way what shapes inclusion in the group, feeling safe to express opinions. I can meet a triggered expert by inviting her/his expertise to accommodate the change, or a triggered achiever that makes her/him feel appreciated for who she/he is.*

*All in all, better understanding of myself and others. A key to co-create, needed in any type of change.*

*Wow! That is beautiful. Thank you very much for sharing.*

*Thank you. The pleasure was all mine.*

## Closing Reflections

*[Karin's & Niklas' closing reflections on the story]*

Two things stand out for us in this story. Firstly, how understanding of others is born in the deeper understanding and meeting of one self. The inner journey, thru the stages and figures we all share, opens up for understanding others through the same lens. The lived experience, not theoretical frameworks, as a guide to decipher self and others.

Secondly, the understanding of the general patterns all humans share -our vertical stages -, shape an understanding of the general fear we all share. This understanding enables empathy. Enables meeting another in her/his fear, and catering for a safe way out of that fear, into a collaborative way forward.

When we truly meet others, with the intention to see their world through their eyes, we have come a long way as leaders. Fostering this ability may be the most important thing we can do as human beings.

### About us:

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

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

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

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

### Get in contact:

We want to spread what we by experience and validation know work within the field of personal and leader development for the emerging future.

Get in touch if you sense that our paths may cross, or if you are curious of what we can help you with.