IGNITING LEADERSHIP POSSIBILITIES

BE-ING AND BECOMING

THE BEL MODEL
Who are you BE-ing?

• How do you tend to inhabit your body as you navigate the world?

• What emotions do you tend to cultivate as you adjust to new realities?

• What language do you tend to use to direct action in your world?
The story of Yemi: Name has been changed to preserve confidentiality. Story told with permission
“We see the world not as it is, but as we are”

~Wise teachers
Our observer is made up of three elements that *drive* our actions and therefore *generate* our outcomes.
Ontological coaching seeks to take the observer from knowledge state to wisdom state.

First order learning = knowledge

Second order learning = wisdom
Our pasts – family background, education, culture, ethnicity – all inform the observer we become

Dictatorial Declarations!

Fear, anger, mood of resentment

Resolution
### My client’s dilemma

<table>
<thead>
<tr>
<th>The Mask</th>
<th>The Reality</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Confident</td>
<td>• Fearful and insecure</td>
</tr>
<tr>
<td>• Driven/determined</td>
<td>• Untrusting</td>
</tr>
<tr>
<td>• Cut-throat</td>
<td>• Isolated</td>
</tr>
<tr>
<td>• Ruthless in business</td>
<td>• Overwhelmed with anxiety</td>
</tr>
<tr>
<td></td>
<td>• Paranoia</td>
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BECOMING
“Ontological coaching is a practice that facilitates the emergence of new possibilities in the personal and/or professional life of an individual (or group) by making him/her aware of his/her participation in the construction and co-creation of the reality s/he perceives. More simply put, ontological coaching addresses the concern for more effective action while also addressing the concerns of the human soul that are mostly left out of our learning practices today.”

BODY
The body we are is the life we live. The self is the leader’s primary source of power. The body is indistinguishable from the self: it is essential to include the body if one wants to build the skills of exemplary leadership.

Richard Strozzi-Heckler
WE ARE HERE TO CLAIM OUR DIGNITY
Body Dispositions

Resolution
The Warrior

Stability
The King/Queen

Openness
The Lover

Flexibility
The Jester/Magician
EMOTIONS
Emotions are psycho-physiological responses to a thought

Moods are emotions that have stayed with us for very long and can trigger thoughts and actions
# How we can shift moods

<table>
<thead>
<tr>
<th>Facticity</th>
<th>Possibility</th>
</tr>
</thead>
<tbody>
<tr>
<td>(What we cannot change)</td>
<td>(What we can change)</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Resentment</th>
<th>Resignation</th>
</tr>
</thead>
<tbody>
<tr>
<td>...I am a victim</td>
<td>...I could create change but I am afraid</td>
</tr>
<tr>
<td>...I cannot fully participate</td>
<td>...I have tried before and it didn’t work</td>
</tr>
<tr>
<td>...A conversation cannot occur</td>
<td>...I know how this person is, they never change</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Acceptance</th>
<th>Ambition (Enthusiasm)</th>
</tr>
</thead>
<tbody>
<tr>
<td>...I am at peace with what I cannot change</td>
<td>...I am committed to getting the most out of life</td>
</tr>
<tr>
<td>...It is not in my hands to modify the past</td>
<td>...I see the possibilities for action</td>
</tr>
<tr>
<td>...Acceptance does not mean I tolerate bad behaviour</td>
<td></td>
</tr>
</tbody>
</table>

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**We oppose**
- Examine the accusation
- Have a courageous conversation
- **FORGIVE** – Commit to not the past interfere

**We accept**
- Reject assumptions
- Seek different observations/opinions from others
- **REFLECT** – what skill set may I need to make this different
LANGUAGE
Assessments and Assertions – Assertions belong to the thing observed, and can be true or false; Assessments belong to the observer, and often reveal more about the observer than about the thing being observed.

Declarations – are speech acts in which the speaker – out of nothingness – brings forth a new world of possibilities, a new way of seeing things; they produce a new context.

Requests and Offers are profoundly creative and can change the course of how the future unfolds; to be effective, Requests (or Offers) require a Committed Speaker, a Committed Listener, description of Future Action and Conditions of Satisfaction, Timeframe, Mood of the Request, Context.

Promises, Commitments, Agreements – the way we coordinate – internally and externally – is with promises, commitments and agreements; how we are with the promises, commitments and agreements we make, directly impacts trust, relationships, success and self-esteem.

Source: ‘Language and the Pursuit of Happiness’ by Chalmers Brothers
So what for leaders?

• A return to wisdom (observer) and not just knowledge (intellect) (“the smartest guys in the room” mindset)

• A return to center

• An opportunity for relationship – when you are in authentic relationship with self you can be in authentic relationship with others

• An opportunity for business effectiveness (Reference: Beyond Performance/organizational health)
The true journey of discovery does not consist of searching for new landscapes, but in having ‘new eyes’.

~Marcel Proust