

What's

LOVE

got to do with it?

Love and Leadership in Nonprofits

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Our Purpose

LOVE

To discover
what, who,
and how we
each love.

To explore how
love can be
brought to
leadership in
our lives and
be made
manifest in the
lives of others
in our world.

To allow to
emerge
learning that is
not yet known
but is ready to
be nurtured
into being.

To apply the
learning on
love to the
nonprofit
sector

Overview



When we think about leadership, how often do we think of love?

This workshop is an experiential exploration of the intersections between love and leadership and the implications for deliberative action in nonprofits. Beginning with an examination of the dimensions of love as presented in classic Greek mythology, we will bring this thinking forward to contemporary times. Our task will be to discover the different ways we likely already practice leadership based in love in our organizations. Particular attention will be given to our own definitions of love and leadership and that of select scholars as the foundation for our learning. Through an approach that invites personal reflection, the meaning and application of love and leadership to ourselves as leaders as well as to the mission, vision and values of our organizations will be considered.

Flow

A large, stylized red graphic of the word 'LOVE' in a bold, serif font. The letters are interconnected, with the 'L' and 'O' sharing a vertical stroke, and the 'V' and 'E' sharing a vertical stroke. The 'O' is a simple circle with a dot in the center.

One Breath: What Brings You Here?

Coming to Terms: What is Love? What is Leadership?

From the Greek: Origins of Love

My Love Constellation

Leading with Love: "Where love rules there is no will to power"

Love Commitments

One Breath: What You Will Take There

An Emergent Process

LOVE

Overview

Permission

Engagement

Co-Creation

Learning as Co-Creation



Shared responsibility to engage what is happening “right now”

Rigorous attention to academic content balanced with personal and collective exploration

Attending to overall health of the collective through the “flow” of each session



Original Course Intention

To be a discerning guide and partner in the learning, personally and collectively

To prepare intellectually and emotionally so as to be truly present to what emerges

To recognize the gift of this "moment" and compassionately honor its differential unfolding in us all

To integrate and embrace opportunities for love leadership to be made manifest in action



LOVE

One Breath

A Metaphor for Life Itself



LOVE

What brings you to this workshop?



LOVE

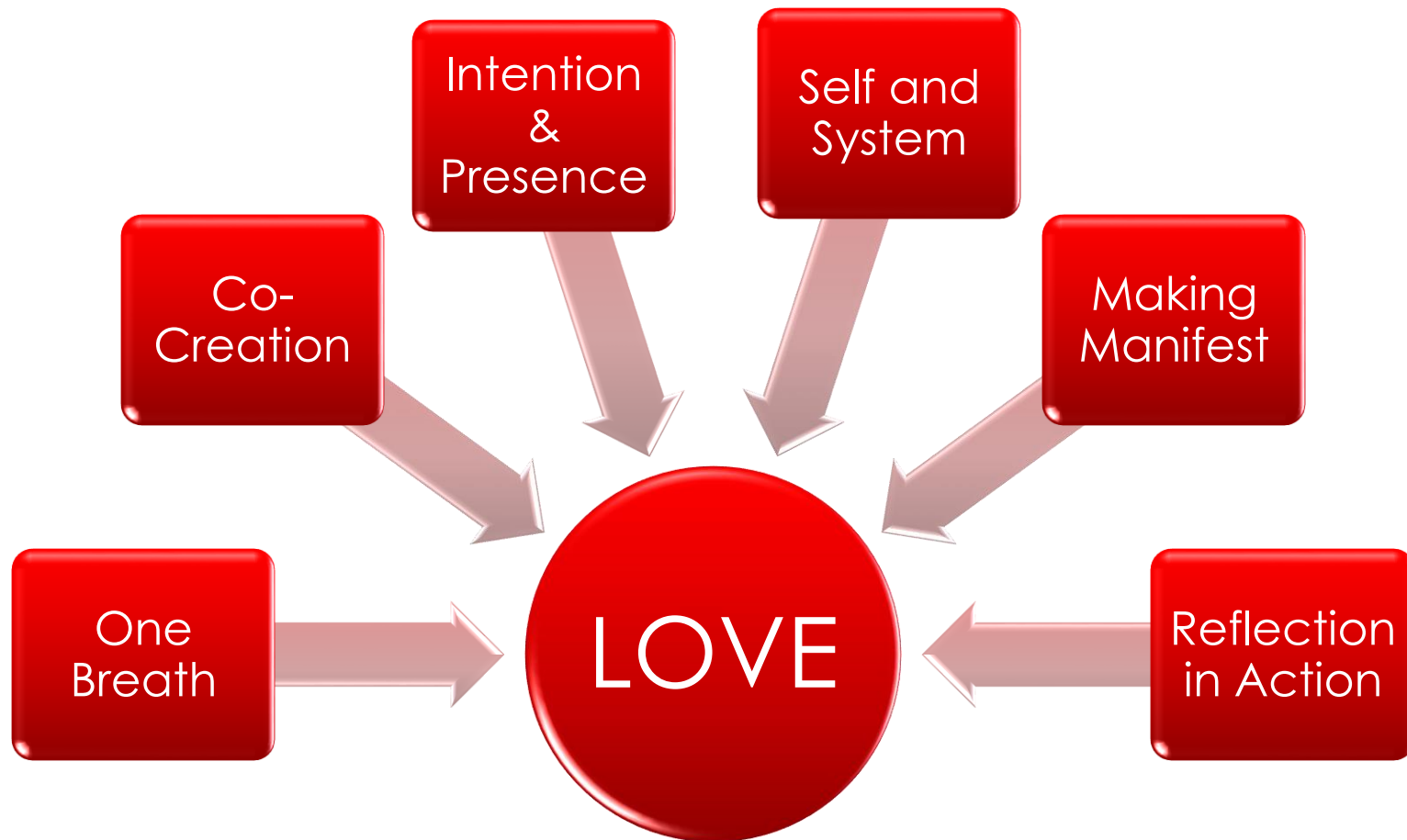
Workshop Origin

Love and Leadership: The Course



LOVE

Love Elements





MAX

Nr-1262



Village- Ularra, Ward No.-1, Union- Ratandaitara,
Upazilla- Galachipa, District- Patuakhali.

This deep tubewell is sponsored by

**University of San Diego, Of
Love and Leadership, 2011**

On behalf of Max Foundation, The Netherlands

Implemented by: Bangladesh Development Society (BDS),
Daghdighosh

Woman in white sari standing on the left.

Woman in red sari washing clothes in a basin.

Red hand-operated water pump.

Man operating the pump handle.

Woman in pink sari standing next to the pump.

Man in blue and purple dhoti standing on the right.

“Love changes everything.”

From *Aspects of Love*-Andrew Lloyd Weber

LOVE

**Athena Perakis, Ph.D.
Assistant Professor, USD**



**Athena
Owner, Sage Goddess**





Permission and Definitions

Entering a Sacred Trust

Permission



To grant

- authorization (different from the traditional “presenter-to-participant” roles) to discern what is emerging that will most support overall learning

To support

- a process that attends to the optimal container for the learning to emerge and unfold

To share

- in the responsibility for “my” learning and “our” learning as one in the same

LOVE

A Definition...

*Develop your own
definition of love...*



*Develop your own
definition of leadership...*



*Explore resonance,
contrasts and alignments*



A Definition...

*“...the will to extend one’s self
for the purpose of nurturing
one’s own or another’s
spiritual growth.”*

M. Scott Peck

The Road Less Traveled

A Definition...



“...the complete trust that your thoughts and feelings and other aspects of your life and/or self will be safe in the hands of another.”

Urban Dictionary



A Definition...

“Love is the essential existential fact. It is our ultimate reality and our purpose on earth. To be consciously aware of it, to experience love in ourselves and others, is the meaning of life.”

Marianne Williamson

A Return to Love

The word "LOVE" is written in a large, bold, red, sans-serif font. The letters are slightly overlapping, with the 'L' and 'O' being the most prominent.

A Definition...

“One of the greatest problems of history is that the concepts of love and power are usually contrasted as polar opposites. Love is identified with a resignation of power and power with a denial of love. What is needed is a realization that power without love is reckless and abusive and that love without power is sentimental and anemic. Power at its best is love implementing the demands of justice. Justice at its best is love correcting everything that stands against love.”

Martin Luther King, Jr.

Strength to Love



A Definition...

“In a deep relationship, there’s no longer a boundary between you and the other person. You are her and she is you. Your suffering is her suffering. Your understanding of your own suffering helps your loved one to suffer less.

Suffering and happiness are no longer individual matters. What happens to your loved one happens to you. What happens to you happens to your loved one.”

Thich Nhat Hanh



Love Languages

Entering a Sacred Trust

Love is patient,
love is kind and is not jealous;
love does not brag and is not arrogant,
does not act unbecomingly; it does not
seek its own, is not provoked, does not
take into account a wrong suffered, does
not rejoice in unrighteousness, but
rejoices with the truth; bears all
things, believes all things,
hopes all things,
endures all
things.

~ 1 Corinthians 13:4-7

OSIRIS

God of the Afterlife

Lord of the Dead



LOVE

King of the Living

Lord of Love

JAPANESE



REAL LOVE
A GIVING LOVE

Ai

“feel”

“heart”



The hand offering the heart to another....

JAPANESE

REAL LOVE
A GIVING LOVE

Ai

“feel”

“heart”



The hand offering the heart to another....

KOI NO YOKAN



(JAPANESE)

When you meet someone and know your are destined to fall in love

JAPANESE

ROMANTIC LOVE/YEARNING
A WANTING LOVE



Koi

“passionate”

“heart”

恋

***The heart that “desires” (is attracted to) another....
Love begins as “KOI” and may later become “AI”***

JAPANESE



ROMANTIC LOVE/YEARNING
A WANTING LOVE

Koi

“passionate”

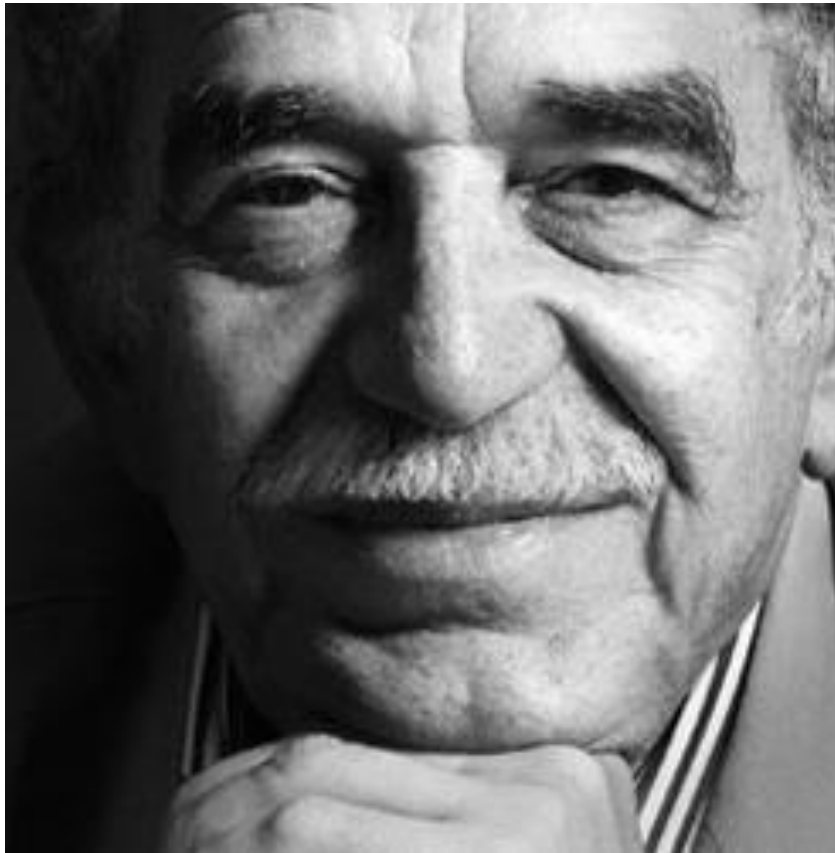
“heart”



***The heart that “desires” (is attracted to) another....
Love begins as “KOI” and may later become “AI”***

Gabriel Garcia Marquez

Nobel Laureate in Literature



"Te quiero no por quien eres, sino por quien soy cuando estoy contigo."

"I love you not for who you are, but for who I am when I am with you. "

Those who love you are not fooled
by mistakes you have made
or dark images you hold
about yourself.
They remember your beauty
when you feel ugly...
your wholeness when you are broken....
your innocence when you feel guilty...
and your purpose
when you are confused.

African saying



“FROM THE GREEK”

Names of Love

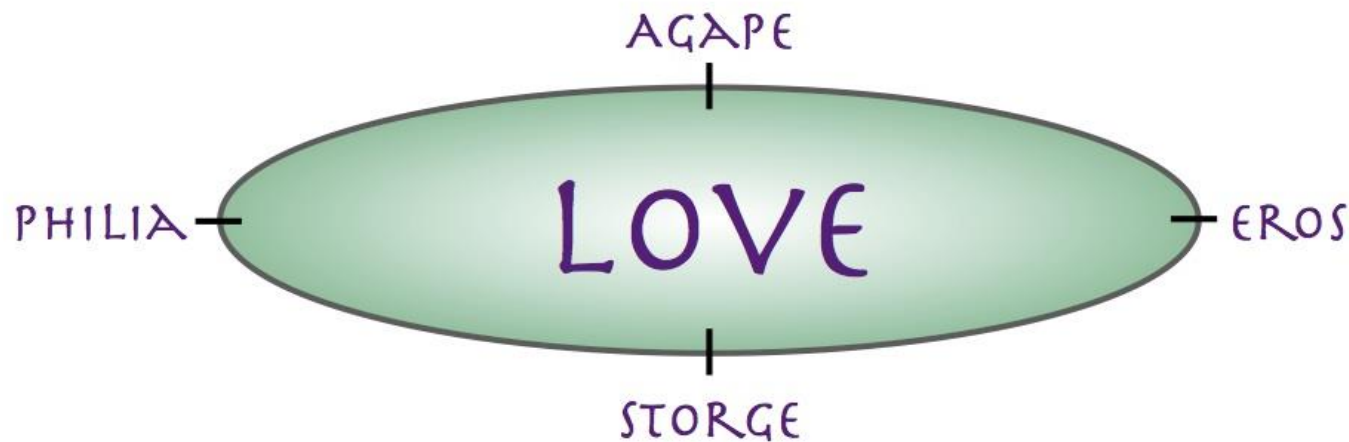
The Four Loves

C.S. Lewis

LOVE

“God is Love”

THE 4 TYPES OF LOVE

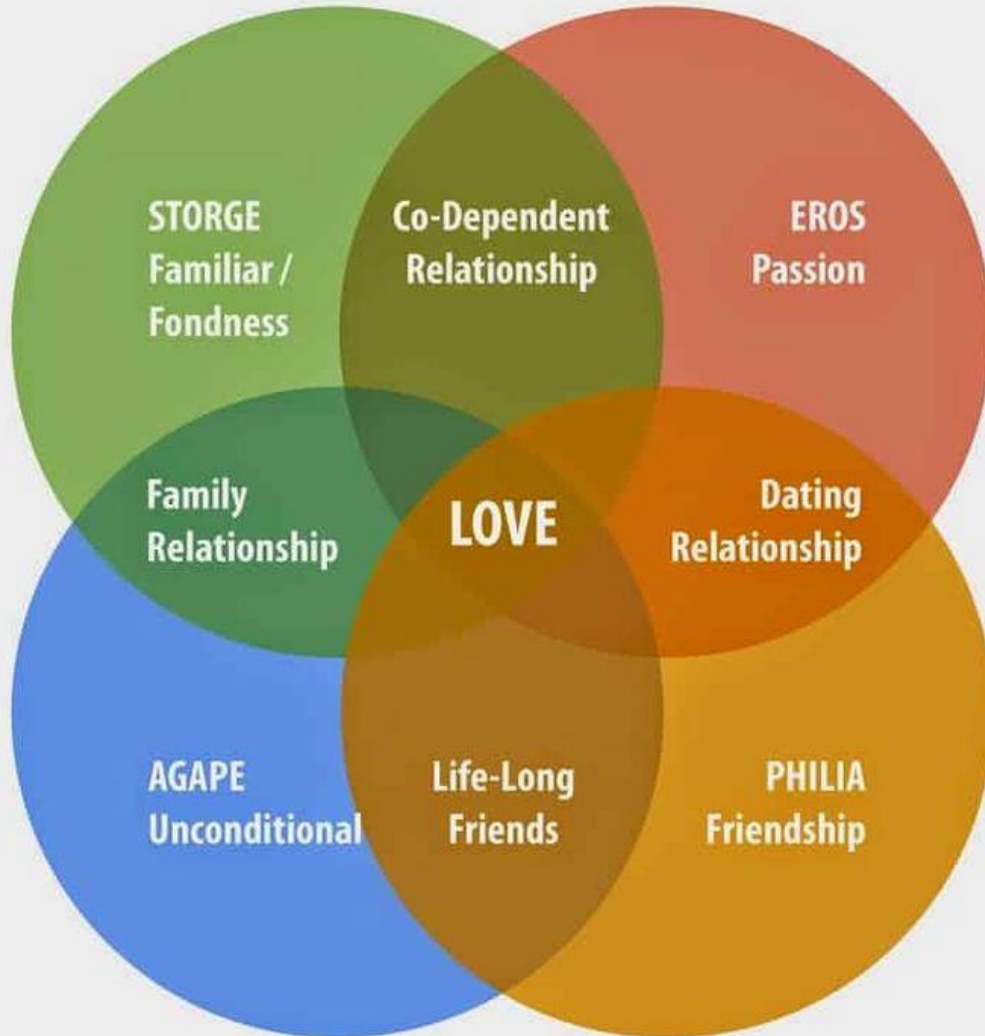


Need Love
(Child)

Appreciative Love
(Nature/Beauty)

© martinafaulkner.com
Gift Love
(Parent)

Four Loves



LOVE

The Four Loves

Classical Love— from the Greek



EROS

PHILLIA

AGAPE

Classical Love— from the Greek



EPITHYMIA

XENIA

STORGE

8 Different Types of Love

According to the Ancient Greeks

1. **Eros** or Erotic Love

2. **Philia** or Affectionate Love

3. **Storge** or Familiar Love

4. **Ludus** or Playful Love

5. **Mania** or Obsessive Love

6. **Pragma** or Enduring Love

7. **Philautia** or Self-Love

8. **Agape** or Selfless Love

LOVE

*What is Your
Love
Constellation?*

Classical Love— from the Greek

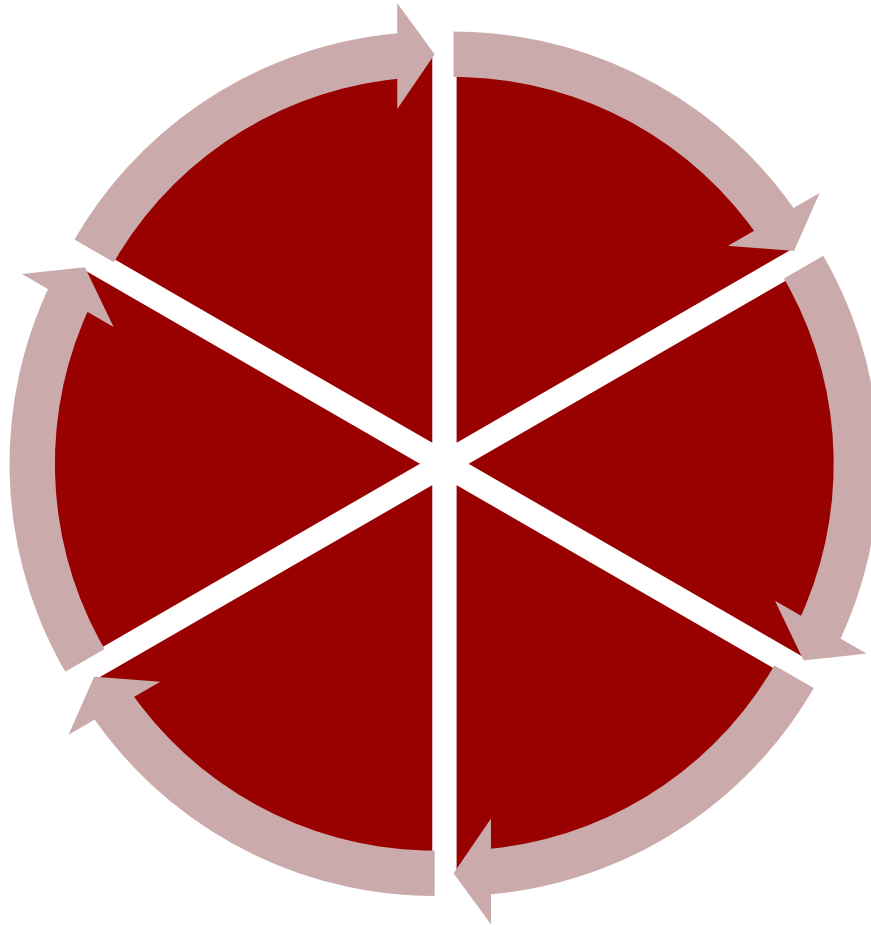
A large, stylized red graphic of the word 'LOVE' in a bold, sans-serif font. The letters are interconnected, with the 'O' and 'V' sharing a vertical stroke, and the 'E' having a unique, blocky design.

MY LOVE CIRCLE

- PLACE YOUR LOVES IN A PIE CHART WITH EACH “SLICE” REPRESENTING THE RELATIVE SIZE OF EACH IN YOUR LIFE RIGHT NOW...
- **YOU NEED NOT LABEL THE SLICES!!!**

LOVE CONSTELLATION: *How Full are Your Loves*

LOVE



Classical Love— from the Greek



EROS

- *“The event of falling in love is of such a nature that we are right to reject as intolerable the idea that it should be transitory. In one high bound it has overleaped the massive of our selfhood; it has made appetite itself altruistic, tossed personal happiness aside as a triviality and planted the interests of another in the centre of our being. “*

- C.S. Lewis



LOVE

LOVE and WILL *Rollo May*

Eros in Conflict with Sex

“We separated sex from Eros and then tried to repress Eros. The passion which is one element of the denied Eros comes back from its repression to upset the person’s whole existence.”

LOVE and WILL *Rollo May*

LOVE

Eros in Conflict with Sex

- When Eros is split off from sex, what remains is temporary gratification of biological urge but none of the binding passion needed to sustain intimacy and relationship.
- In the repression of what Eros offers, we run the risk of creating connections that leave a gap in the “real” of what it means to be a human presence to one another.

What do you think?



Classical Love— from the Greek



EROS

- SEXUAL/INSTINCTUAL + REASON
- **BEING “IN LOVE”** - LEWIS
- MOST OPEN TO **SHADOW** AND **LIGHT**
- PASSIONATE AND INTENSE ATTRACTION, AROUSAL

- CONTRAST TO “**PLATONIC**” WHERE THERE IS...
 - APPRECIATION FOR BEAUTY OF ANOTHER
 - ABSENCE OF GENITAL/PHYSICAL FOCUS
 - BASIS FOR FIDELITY IN MONOGAMY

Classical Love— from the Greek

LOVE

PHILIA

- FRIENDSHIP/AS SIBLING
- FREELY CHOSEN/BEYOND KIN
- “NO BIOLOGICAL NECESSITY OR PROCREATIVE AIM” Lewis



“Those who cannot conceive Friendship as a substantive love but only as a disguise or elaboration of Eros betray the fact that they have never had a Friend.” - Lewis

Shawshank Redemption

Red and Andy--Philia



Thelma and Louise-Philia



Classical Love— from the Greek



AGAPE

- UNCONDITIONAL LOVE
- “GOD’S” LOVE/CHARITY
- UNCHANGING/UNIVERSAL
- “TO WILL THE GOOD OF ANOTHER”
Aquinas

Classical Love— from the Greek

LOVE

AGAPE



Classical Love— from the Greek

LOVE

STORGE



Classical Love— from the Greek



STORGE

- NATURAL EMPATHY
- MOTHER & CHILD
- LOVE IN THE FACE OF CIRCUMSTANCES

Classical Love— from the Greek



EPITHYMIA

- CARNAL DESIRE, APPETITE OR HUNGER
- **FREE OF REASON/LOGIC/**
- “WRATH” New Testament
- ALSO “LUST” or “COVET”
- TACTILE/PLEASURE-ORIENTED
 - LINKS TO JOY IN ACT OF REPRODUCTION
 - EXTENDS TO “LOVE OF MONEY” Plato

Pussycat Dolls

“Buttons”



LOVE

?

- <https://www.youtube.com/watch?v=VCLxJd1d84>

Classical Love— from the Greek

LOVE

XENIA

- HOSPITALITY” AS FOR A GUEST
- MATERIAL AND NON-MATERIAL BENEFIT TO HOST AND GUEST
- IN GREEK MYTHOLOGY—
 - Xenos –the humble stranger
 - Theos—the disguised deity



*Do not neglect to show hospitality to strangers,
for thereby some have entertained angels unawares.*

HEBREWS 13

ANGELS UNAWARES

KIMBERLY RAMEY



Classical Love— from the Greek



LUDUS

PRAGMA

PHILAUTIA

Classical Love— from the Greek



MANIA

GAIA

Classical Love— from the Greek

A large, stylized red graphic of the word 'LOVE' in a bold, sans-serif font. The letters are thick and have a slight shadow effect, giving it a three-dimensional appearance. The 'O' is particularly large and rounded.

LUDUS

- PLAYFUL LOVE
- DANCING, LAUGHING
- AFFECTION & FLIRTING

Classical Love— from the Greek



PRAGMA

- LONGSTANDING LOVE
- “STAND IN LOVE”
- COMPROMISE, PATIENCE,
TOLERANCE...
- GIVING RELATIONSHIPS TIME TO
MATURE

Classical Love— from the Greek

The word "LOVE" is written in a large, bold, red, sans-serif font. The letters are slightly irregular and overlapping, with the 'O' and 'V' being particularly prominent.

PHILAUTIA

- LOVE OF SELF
- NOT NARCISSISM
- MORE LIKE BUDDHIST **SELF-COMPASSION**
- *"All friendly feelings for others are an extension of a man's feelings for himself."*
ARISTOTLE



THE GAIA HYPOTHESIS

.... components of Planet Earth have evolved together as a single living, self-regulating system...

A vibrant, surreal painting of a woman with a bird-like head and peacock feathers, surrounded by butterflies and flying birds. The woman's face is pale and serene, looking upwards. Her head is composed of a dense, colorful mass of feathers, including a prominent peacock feather with its characteristic 'eye'. She wears a flowing, translucent dress in shades of green, purple, and pink. The background is a rich, textured composition of swirling colors, with various birds in flight and numerous butterflies scattered throughout. The overall style is highly detailed and expressive, with a focus on natural elements and a sense of ethereal beauty.

GAIA

Is GAIA a kind of love?

LOVE

GAIA

“Evolution is no linear family tree, but change in the single multidimensional being that has grown to cover the entire surface of Earth.”

What is Life? (1995)
Lynn Margulis



Image of “Earthrise” from Apollo 11

Classical Love— from the Greek



GAIA

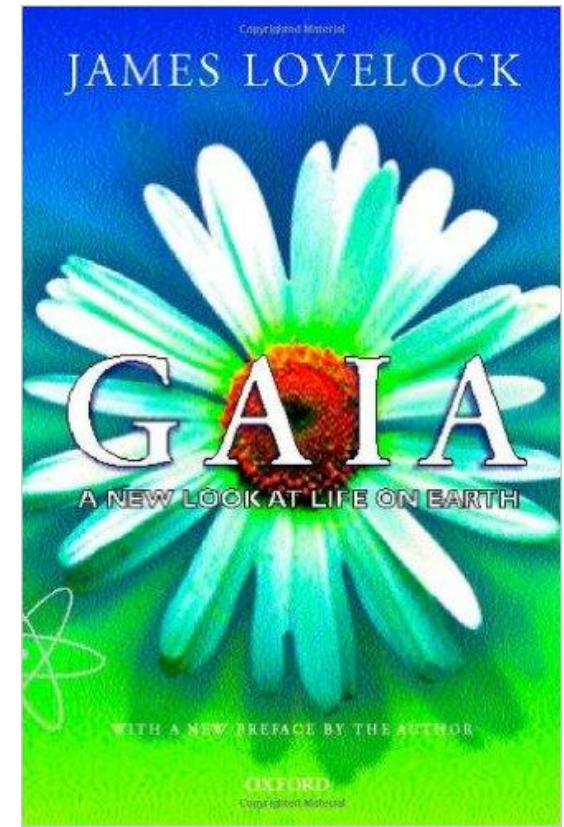
- GREEK MYTHOLOGY— “EARTH”
- GODDESS/MOTHER OF ALL
- JOINED WITH URANUS--”SKY”
- JOINED WITH PONTUS –”SEA”
- APHRODITE—
 - GODDESS OF BEAUTY AND LOVE
 - CASTRATION OF URANUS BY CRONUS
 - AROSE FROM THE SEA FOAM

Classical Love— from the Greek

LOVE

GAIA

- REVIVED BY JAMES LOVELOCK
- *Gaia: A New Look at Life on Earth*
- *LOVE OF THE EARTH*





THE GAIA HYPOTHESIS

What is the role of nonprofits in manifesting leadership that embraces love of the planet as a living system...



MIRRORING OUR LOVE

“Choosing to be honest is the first step in the process of love. There is no practitioner of love who deceives. Once the choice has been made to be honest, then the next step on love's path is communication.”

[bell hooks, All About Love: New Visions](#)



Love Commitment

Love and Leadership in Action

The background is a solid blue gradient, darker at the bottom and lighter at the top. It is decorated with numerous semi-transparent hearts of various sizes and shades of blue, scattered across the entire frame.

ONE BREATH

*How may you manifest love
as leadership in your nonprofit?*

Classical Love— from the Greek

A large, stylized red graphic of the word "LOVE" in a bold, serif font. The letters are thick and have a slight shadow effect, giving it a three-dimensional appearance. The word is positioned in the upper right corner of the slide.

MIRRORING LOVE

- STAND **FACING A CLASSMATE AND/OR YOUR "LOVE PARTNER"**
- LISTEN FOR **THE 'LOVE'** THAT IS TO BE **EXPRESSED**
- MIRROR THE LOVE, MAKING CERTAIN NOT TO TOUCH BUT **ONLY FEEL AND MIRROR**
- **REMAIN SILENT** THROUGHOUT THE PROCESS
- **SHARE EXPERIENCES AFTER** THE ENTIRE EXERCISE

MIRROR NEURONS

LOVE



MIRROR NEURONS



LOVE

MIRRORING LOVE

- ...respond to actions that we observe in others. The interesting part is that mirror neurons fire in the same way when we actually recreate that action ourselves. Apart from imitation, they are responsible for myriad of other sophisticated human behavior and thought processes...
- *Acharya and Shukla (2012)*

LOVE

MIRRORING LOVE

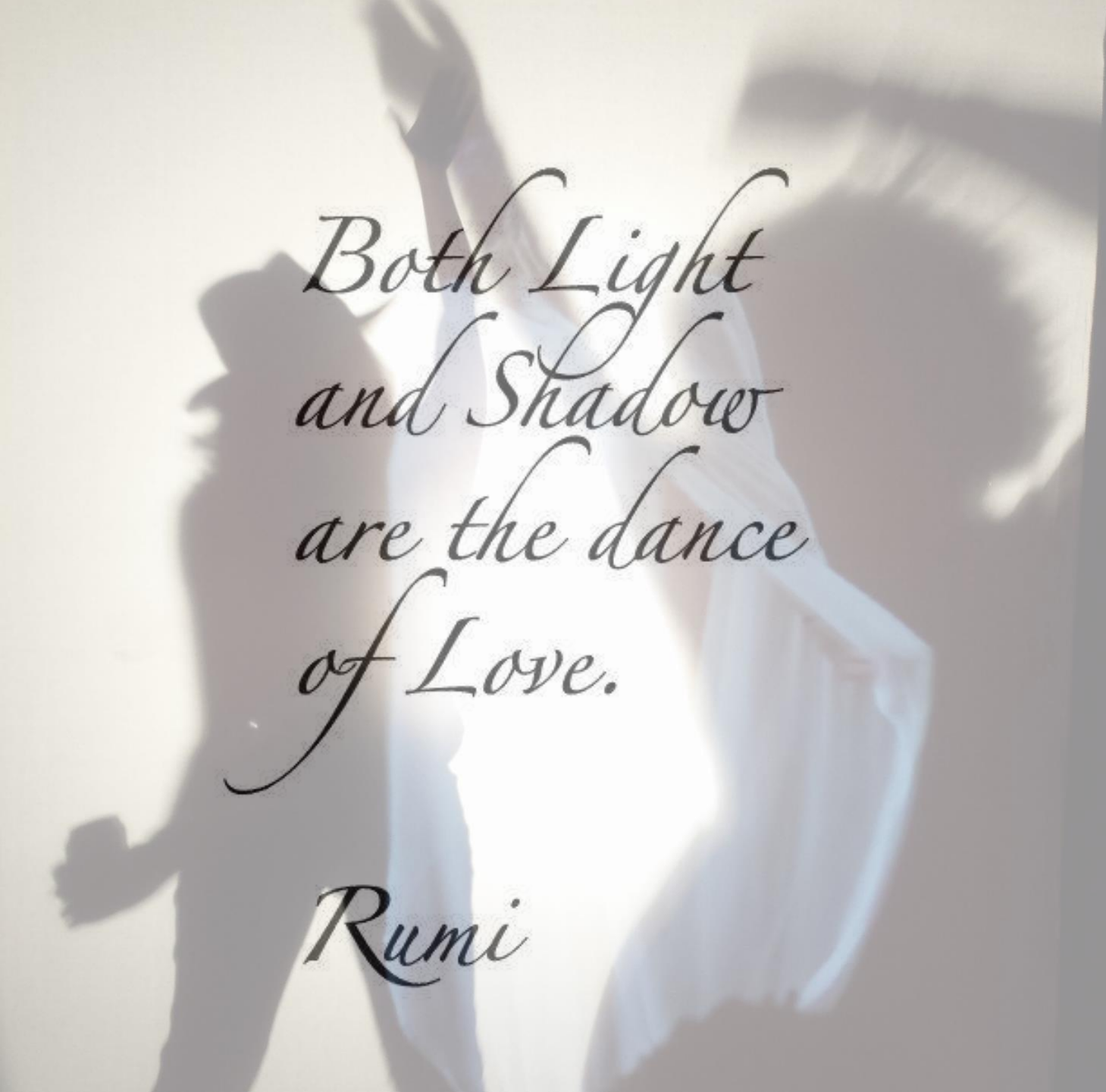


<https://www.youtube.com/watch?v=NkLu6pfGYLs>



LOVE

Shadow and
Leadership

A couple is dancing in a bright, white room. The woman is wearing a white dress and has her arms raised. The man is wearing a white shirt and dark pants. Their shadows are cast onto the wall behind them, creating a dramatic silhouette effect. The lighting is soft and warm, suggesting a romantic atmosphere.

*Both Light
and Shadow
are the dance
of Love.*

Rumi

LOVE

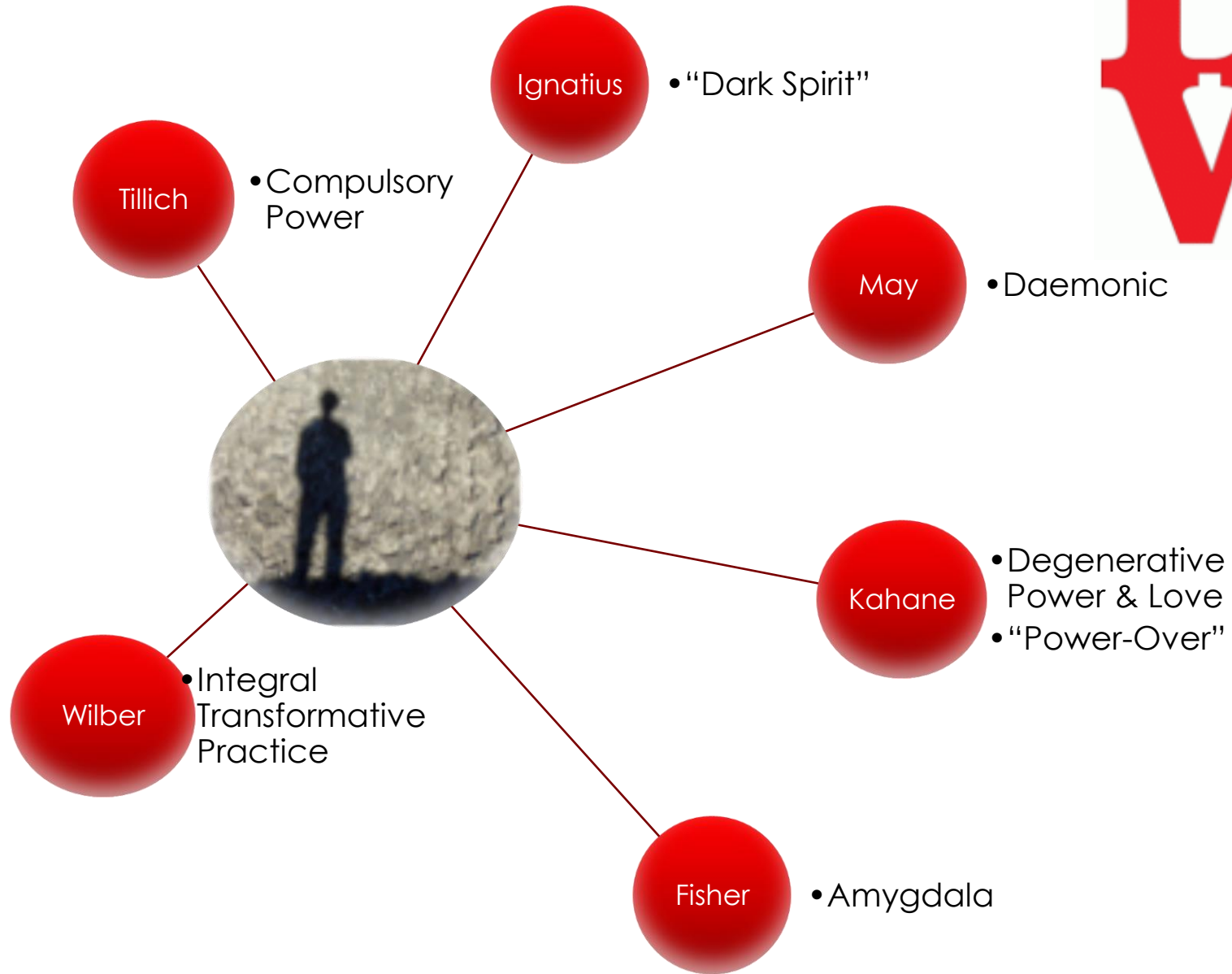
Out in the Shadows

A Self-Test



1. I have insecurity about my identity and worth
2. I plunge well into activities with external rewards
3. I view the world as a dangerous “battlefield” that is hostile to human interests
4. I value competing in “win-lose” situations
5. I believe I am ultimately responsible for everything
6. I am generally the one to make things happen
7. I become fearful when things are in chaos
8. I prefer situations with strict rules and procedures
9. I believe it best always to control my strong emotions

LOVE





"One can overestimate the threat of one's own shadow."



Joseph Campbell

What we fear...How we love

The word "LOVE" is written in a large, bold, red, sans-serif font. The letters are slightly overlapping, with the 'O' and 'V' being particularly prominent. The 'L' is on the left, 'O' is in the middle, 'V' is on the right, and 'E' is at the bottom right.

*“In the deeps are the violence and the terror about which psychology has warned us. But if you ride these monsters down, if you ride them farther over the world’s rim, you find what our sciences cannot locate or name, the substrate, the ocean or matrix or ether which buoys the rest, which gives goodness its power for good and evil its power for evil, the unified field: our complex and inexplicably caring for each other, and for our life together.
This is given. It is not learned.”*

Annie Dillard, **Teaching a Stone to Talk**

Shadow and Woundedness

LOVE

“Our wound is our gift...”

Our capacity to address our toughest social challenges depends on our willingness to admit that we are a part of, rather than apart from, the woundedness of our world.”

Adam Kahane

Power and Love

pg 132



Nature of Shadow

- Different ways of saying it...

- Our “unchosen” choices

- Our unlived life

- “The person we choose to be ... automatically creates a dark double—the person we choose not to be.”

- ~Thomas Moore ***Care of the Soul***

- “...our psychic twin that follows us like a mirror image..”

- ~Robert Johnson



The “Golden Shadow”

The “gold” must be mined before it can be **integrated**

What is resisted more strenuously are the more noble aspects of shadow related to our **higher calling**

By assimilating the shadow it provides an opportunity to experience what is “**whole making**” from the life unlived.

When we **reject the “golden shadow”** we invite...

- living **as partial beings**
- being **ravaged by doubt and loneliness**



LOVE

The “Golden Shadow”

“When the unconscious emerges...what first comes most strongly to the fore are rejected pieces of personality that were left undeveloped and cast aside sometime in the past, for one reason or another, in the rapid movement forward of personal history.

Life still clings strongly to them. And actually the seeds of the future lie in these neglected figures, which now return and call for restoration and attention.”

Murray Klein

Love and Leadership

A Path...



Penetration of one's own inner darkness

Courage to abandon lies that destroy from within

Movement from manipulating institutions and individuals

Capacity to be "at one" with another

Willingness to traverse the labyrinth of the soul journey

Guidance toward an "hidden wholeness" for all

WHICH OF THESE ARE A PART OF MY LOVE AND LEADERSHIP PRACTICE?

The Leader's Delusion

A large, stylized red graphic of the word 'LOVE' in a serif font. The letters are bold and slightly overlapping, with the 'O' being particularly prominent.

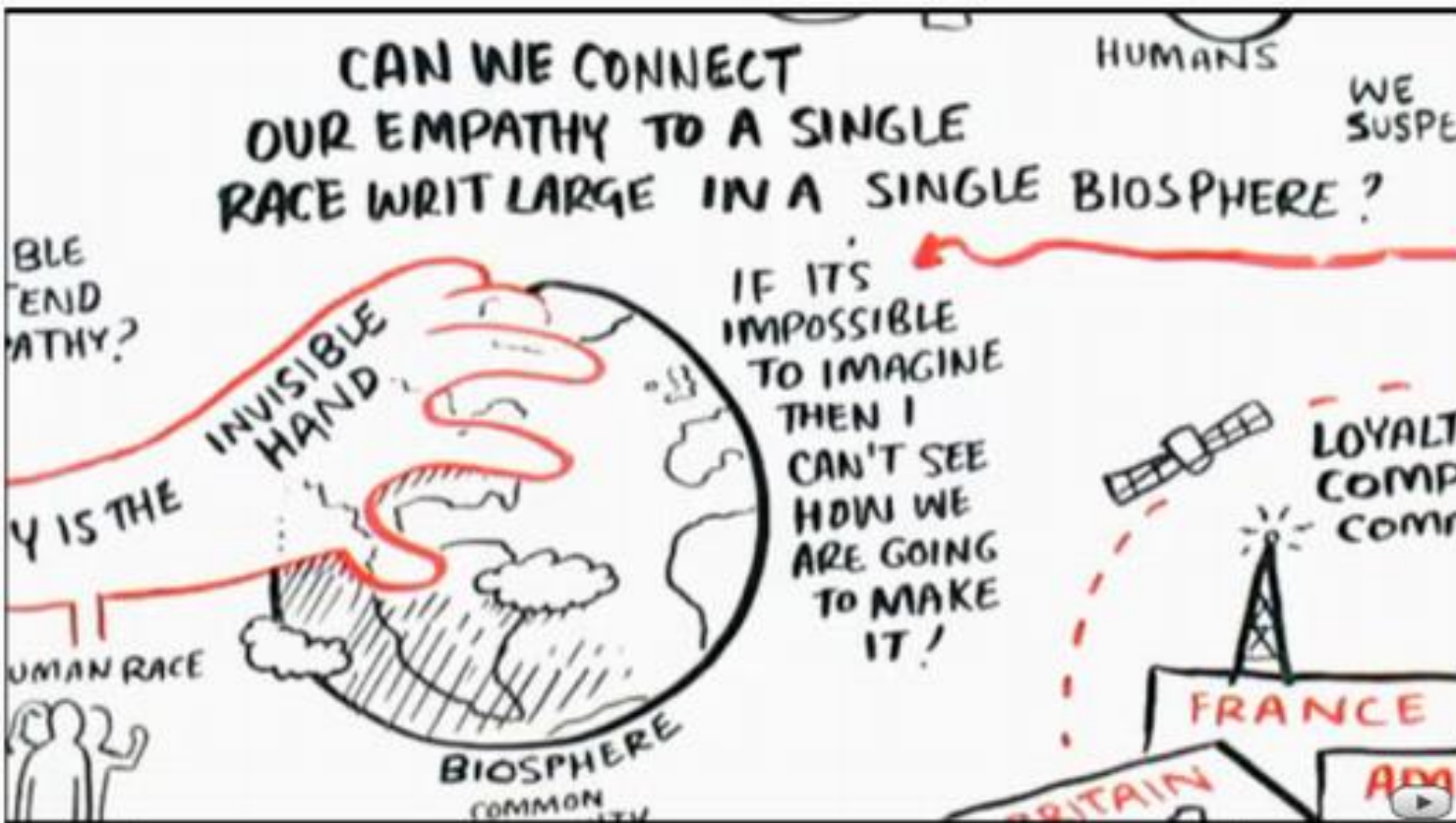
When we fail to acknowledge our shadow, we perpetuate the dangerous delusion that...

- our efforts are always well-intended
- our use of power is always benign
- the problem is with “them”
- we are consistently aware of our projections
- we must “compartmentalize” our inner life

**WHICH OF
THESE
DO I DO?**

The Rise of *Homo Empathicus*

LOVE





Love Commitment

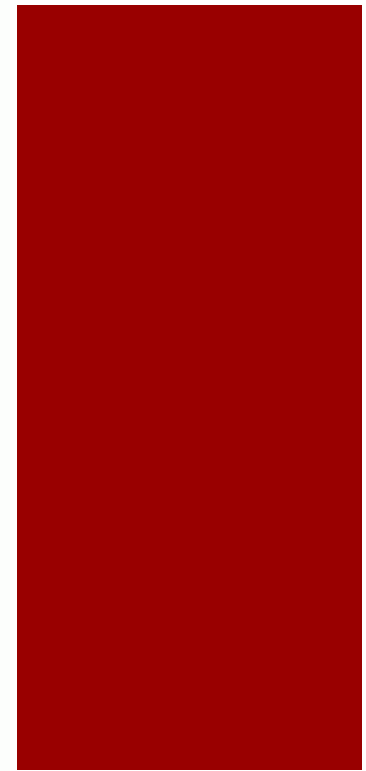
Love and Leadership in Action

The background is a solid blue gradient, darker at the bottom. It is decorated with numerous light blue hearts of various sizes, scattered across the entire area. Some hearts are sharp and clear, while others are blurred, creating a sense of depth and movement.

ONE BREATH

*How may you manifest love
as leadership in your nonprofit?*

WORK



SUPPLEMENTAL SLIDES



Ceremony

Preparing Ourselves to Engage the Learning

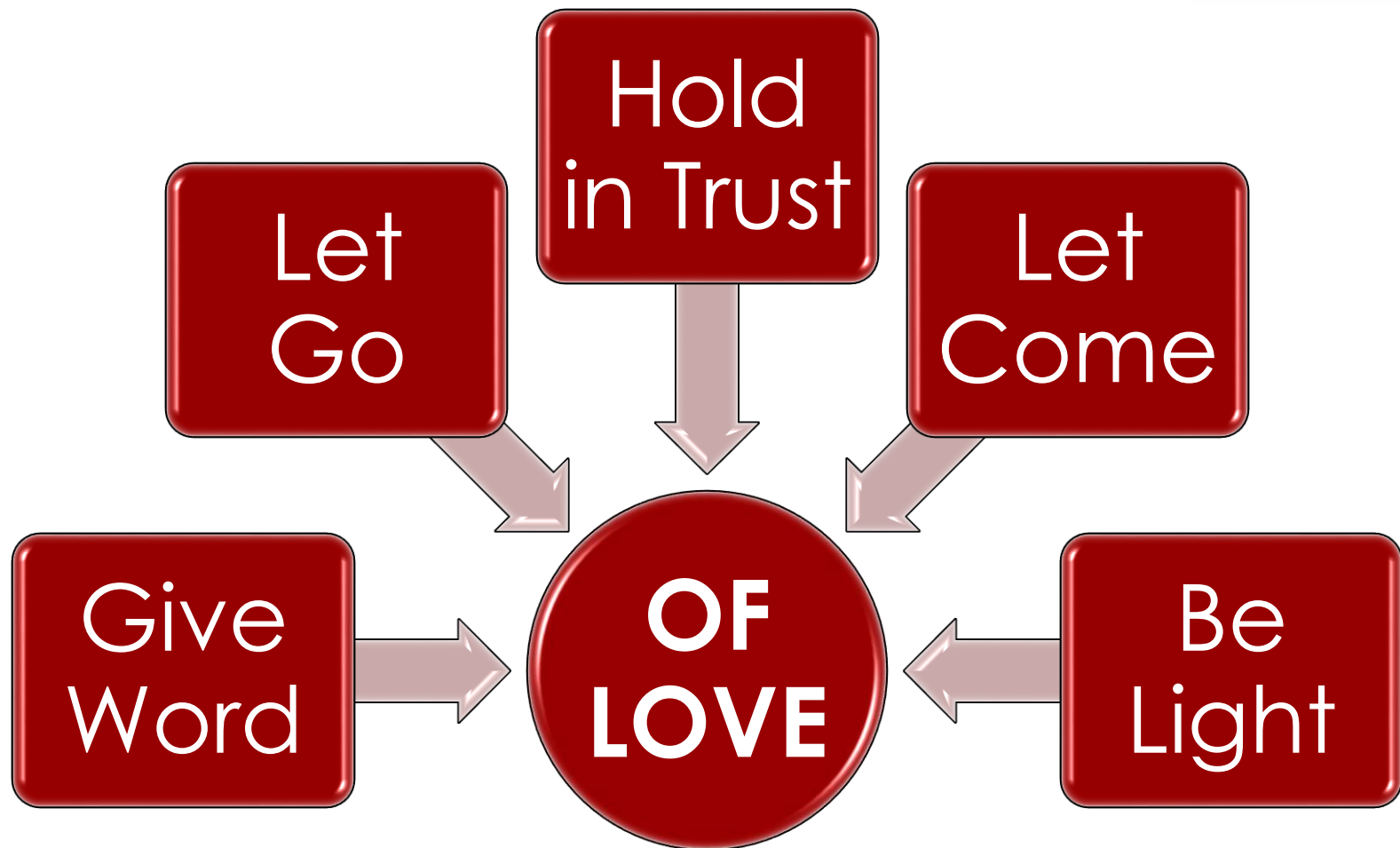
Why Ceremony?

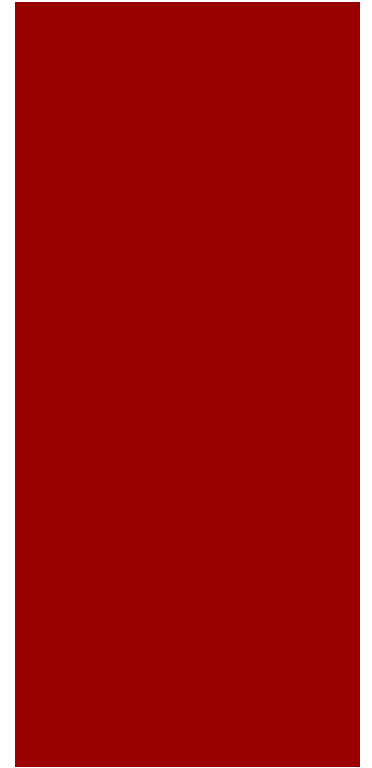
- Marks transition to “sacred space”
- Initiates the collective process
- Offers tangible symbols of intentions
- Provides metaphors for the learning



LOVE

The Ceremony





LOVE

Enduring love is the space between.. *Like dropping a stone in a pond....The ripples...*

THE INNER ...

the child's fierce, unreflective attachment to the mother (***storge***)

THE OUTER

the unselfish devotion to all living creature (***agape***)

Beyond the Four F's

- Fighting
- Fleeing (Flight)
- Feeding
- Fornicating



Human Hypothalamus....

A large, stylized graphic of the word "LOVE" in red. The letters are bold and overlapping, with the 'L' and 'O' being particularly prominent.

OUR BRAINS ON LOVE

When I use the term spirituality, I am suggesting that spirituality is all about positive emotions.

*These emotions include
**love, hope, joy, forgiveness, compassion,
trust, gratitude and awe.***

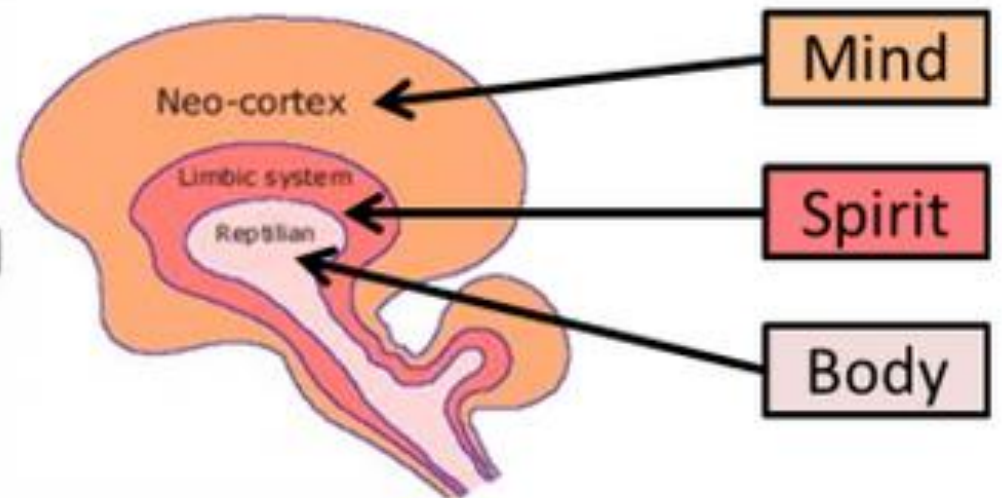
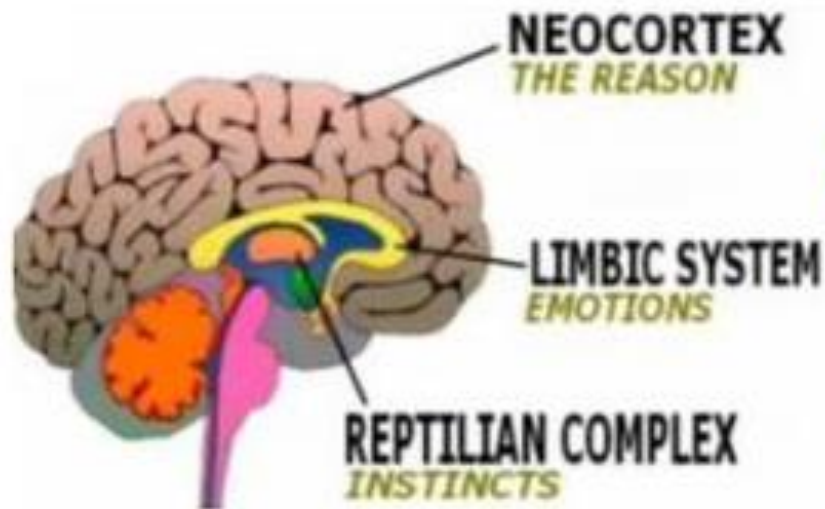
Of enormous importance is the fact that none of the eight are “all about me.”

*They epitomize what Charles Darwin called
social emotions;*

they all help us “to break out of the ego cage of I and mine.”

George Vaillant—Spiritual Evolution

LOVE



MacLean Triune Brain Model



OUR BRAINS ON LOVE

Vaillant's Core Argument

- **Negative emotions** are for us to survive the **time present**
- **Positive emotions** are for us to survive the **time future...**
- **Spirituality** is more about **us** than **me**...linked to a biological press **for connection and community**
- **Our brains are hard wired for positive emotions...**
for which greater **consciousness** is needed for continued **human striving**

LOVE

OUR BRAINS ON LOVE

**THE BRAIN WORKS AS
AN INTEGRATED
WHOLE, BUT...**

**Mammalian Brain
(Limbic System)**—
feels, emotes, cries—
leads to “*cognitively
mediated behavior*”
like bursting into song,
public displays of
affection, and
recognition of joy

**Homo Sapien Brain
(Neocortex)**—speaks,
thinks, analyzes, and
charts the course
from A to B—
generates science,
culture, ideas, and
religions...elaborates
emotions into
awareness,
moderates action



OUR BRAINS ON LOVE

- ***THE LIMBIC SYSTEM—***
- ***evidence after 9/11, 2004 Tsunami,***
 - NO increase in COGNITIVE STRENGTHS
 - Prudence, curiosity, bravery, self-control, wisdom
 - SIGNIFICANT increase in EMOTIONAL STRENGTHS
 - Hope, kindness, spirituality, teamwork, love
- **Demonstrates the emergent power of positive emotions**

Peterson and Seligman

LOVE

A large, stylized red graphic of the word 'LOVE' in a bold, sans-serif font. The letters are interconnected, with the 'L' and 'O' sharing a vertical stroke, and the 'V' and 'E' sharing a vertical stroke. The 'O' is a simple circle with a vertical line through it. The 'V' is a simple inverted 'V' shape. The 'E' is a simple 'E' shape. The entire graphic is set against a white background.

Enduring love:

- Lives in the part of the brain where we....
 - smell, remember, taste, touch...
 - **evoke our laughter and tears**
 - move beyond **“all about me”**
 - hear **the music...**
 - **forgive...**

Think about the closest experience
you have to enduring love...
How many of these qualities are present?

COMPASSION

A large, stylized red graphic of the word 'LOVE' in a bold, sans-serif font. The letters are interconnected, with the 'O' and 'V' sharing a vertical stroke, and the 'E' having a unique shape with a horizontal bar that connects to the 'V'.

The selfless act of separating others from suffering

- Compassion--mid-14c., from O.Fr. compassion, from

L.L. compassionem (nom. compassio) "sympathy," from compassus, pp. of compati "to feel pity," from com-"together" + pati "to suffer"

- Benefits the giver and receiver equally...holds the other benevolently and even means running toward another's suffering.

To feel pity or suffer TOGETHER



COMPASSION

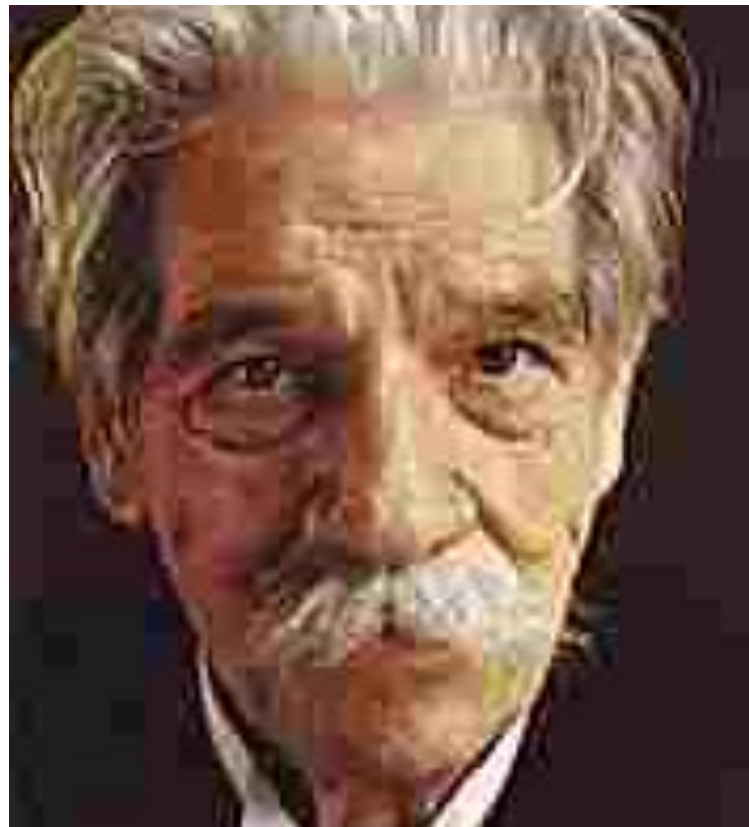
Basic Human Nature is Compassion—*Dalai Lama*

- **Nature of compassion**
 - *Based in empathy rather than sympathy---as well as ACTION*
 - **Benefits the giver and receiver equally**
 - *Includes altruism as expressed in:*
 - **Golden Rule and Charter for Compassion**
 - *Involves capacity for humor—not taking ourselves too seriously*
 - **Requires sublimation**—*transmuting suffering into a healthy expression,*
 - *often through art, healing, facilitation of cure*

 - **RELEASES ENDORPHINS—OUR BRAIN'S OWN OPIATES**

Integral Nature of Love

“Man can no longer live for himself alone. We realize that all life is valuable, and that we are united to this life. From this knowledge comes our spiritual relationship to the universe.”



Albert Schweitzer

LOVE and WILL *Rollo May*



LOVE: An Exercise

- Find the person in the class whose “love energy” drawings most parallels your own
- Share what your drawings mean to you and what you see in that of your partner’s
- Practice mirroring one another
- Use this mirroring to express leadership and communicate the different names of love

REMEMBER:

All authentic love is a blending in various proportions



Ken Wilber and an Integral Way

An Introduction



The Nine Waves

1. **Beige**: Archaic-Instinctual/Survival Sense
2. **Purple**: Magical-Animistic/Harmony & Safety
3. **Red**: Power Gods/Impulsivity, Strength, Freedom
4. **Blue**: Mythic Order/Purpose, Insecure Future, Conformity
5. **Orange**: Scientific/Analysis, Rationality & Strategy
6. **Green**: Sensitive Self/Inner Self, Equality, Relativism
7. **Yellow**: Integrative/Alignment of Systems
8. **Turquoise**: Wholistic/Synergistic & Macromanage
9. **Coral**: Emerging Holonic (Whole and part are one)

Premises of Spiral Dynamics

- Each and every person has all the memes potentially available to them.
- The focus is not on types of people, but types *in* people.
- While skin color and cultural background cannot be changed, consciousness can.
- The focus turns to the meme from which a person or group is operating.



Spiral Dynamics

- Developed by Clare Graves and further enhanced by Beck and Cowan
- Used to address difficult situations of the human condition, including conflict
- Sees human development as unfolding through eight stages or *memes*
- Posits that these stages/memes are:
 - Overlapping
 - Interwoven
 - Flowing waves
 - NOT rigid levels



Mememes: A Definition



“A basic stage of development that can be expressed in any activity...”

“[The spiral of mememes] is messy, not symmetrical, with multiple admixtures rather than pure types. These are mosaics, meshes, blends.”

First-Tier Thinking

- Subsistence-level, involves the first six waves or memes
- No meme can fully appreciate the existence of other memes
- Each meme thinks its worldview is correct or best
- Those within a meme lash out when they think they are threatened
- 99% of the population and 94% of the power



Second-Tier Consciousness

- Thinks in terms of the overall spiral of existence, not merely one level
- Involves awareness of the interior stages of development
- Recognizes the necessary role that all the various memes play
- Moves thinking from *relativism* to *holism* and from *pluralism* to *integralism*
- 1.1% of the population and 6% of the power



Hierarchies



■ Dominator Hierarchies

- Rigid social structures
- Instruments of oppression
- Source of fragmentation, conflict and breakdown

■ Growth Hierarchies

- Isolated/ fragmented elements brought together
- Characterized by cooperation not alienation
- Each element is integral in the entire sequence
- Atoms-Molecules-Cells-Organisms-Ecosystems-Gaia



The Integral Way

- Multiple waves or levels of existence
- Numerous different streams of development
- Multiple states of consciousness
- Different types of consciousness
- Numerous cultural factors
- Different social systems
- The self as a society of selves...



The Integral Way

- Each level in its healthy form is necessary and desirable
- Disruption at any stage leads to conflict and pathology
- All waves have important tasks and functions
- All waves are taken up and included in the subsequent waves
- None can be bypassed and none can be demeaned without consequence
- No society can be **at** an integral level; the question is how to attend to health of the overall spiral

AQAL Model

Acronym for All Quadrants All Levels

Individual

I
Intentional, I-
Language
Phenomenology

IT
Empirical/Scientific
Mechanistic Consciousness

Collective

WE
Cultural and Sub-
Cultural
Shared
Consciousness

ITS
Social/Institutional Systems
External Structural
Correlates
Communal Consciousness



Integral Transformative Practice

■ The Four Pillars

- Intellectual Development
 - *Cognitive, Moral/Ethical, Aesthetic*
- Meditation/Reflection
 - *Spiritual, Intrapersonal Lines*
- Exercise/Strength Training
 - *Somatic/Physical, Aesthetic, Intrapersonal Lines*
- Psychological/Shadow Work
 - *Intrapersonal, Interpersonal/Affective Lines*
 - *Transformative Capacities (Procello, 2005)*

Barriers to Transformation



- **Failure to See**

- Inattention to the “real” system in the mind
- Using false, outdated, distorted maps

- **Failure to Move**

- Absence of incentives to take action
- Complacency with current competence

- **Failure to Finish**

- Transformation Fatigue
- Losing track of why we started and where we are...



Steps to Transformation?

■ Seeing

- Consciously confront the ***system in the mind***
- Use, import new data to test beliefs

■ Moving

- Develop rewards for action
- Learn the competence-incompetence-competence cycle

■ Finishing

- Communicate Vision and Chart Progress
- “Begin with the end in mind”-Covey

An Exploration



■ **Discovering an Origin of Shadow**

- Think about a current or recent situation loving relationship where someone in your life broke your heart, deeply disappointed you, brought you great sadness, or enraged you—it must be intense enough for you NOW to generate the essence of the feeling
- Allow yourself to recall an early time in your life when you may have *first* had this feeling
- Note the person with whom you had the feeling, how old you are, the setting of the experience, and the feeling...
- Using your adult voice, though remaining a child, tell the person with whom this feeling was generated *what this was like for you* and ask them about Love and then about Leadership
- Listen to their response, if any
- Return to your adult self and note your learning about Love and Leadership

Adapted from Alice Miller

Integral Lines of Development

- Cognitive
- Affective/Emotional
- Ethical/Moral
- Intrapersonal
- Spiritual

-
- Interpersonal
 - Physical/Somatic
 - Sexual
 - Aesthetic



Highly Developed

Developed

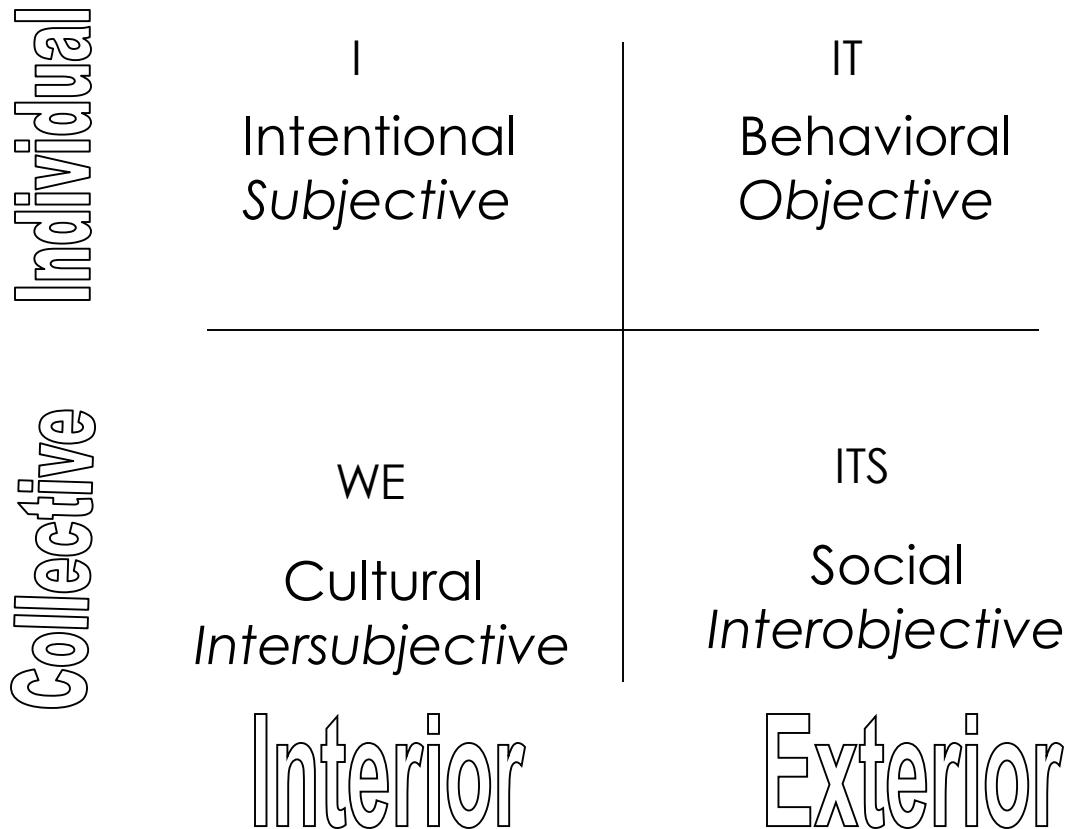
Under Developed



According to Wilber, cognitive line, highly developed, is key in transformation

AQAL Model

Acronym for All, Quadrants, Lines, Levels





AQAL-Developmental Lines

- Related to *multiple intelligences* that progress or grow at different rates
- The *primary* six are:
 - Cognitive/Intellectual
 - Affective/Emotional
 - Moral/Ethical
 - Intrapersonal/Psychological/Reflective Capacity
 - Spiritual

Others include

- Aesthetic/Art, Beauty, Creativity
- Somatic/Relationship to Body/Strength/Conditioning
- Sexual/Identity/in relationship to self and others
- Interpersonal/Relationship to others
- Humor/Ability to laugh at self/have perspective



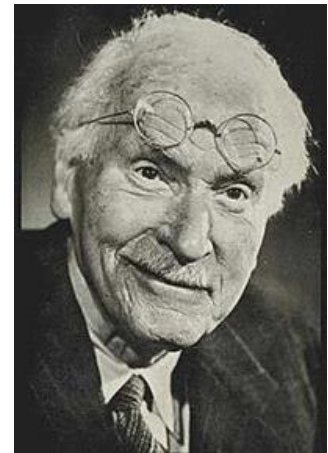
Psychograph and Shadow

- All developmental lines are related to **consciousness**
- **As a adults**, the relative development of any given line has its own **narrative**.
- Closely examine each of your developmental lines, the relative **level of development** of them, and **the story you tell yourself about each...** (this presumes some development along the intrapersonal line)
- Consider **the shadow/unexpressed other side of each developmental line**---what is unexamined, unexplored, not revealed, hidden, or obscured

Jungian Consciousness involves...

LOVE

- Knowing oneself with regard to all four functions (*thinking, feeling, sensing, intuiting*)*
- Knowing one's "other side," especially including **shadow**
- Aiming to keep *suppression* and *repression* at a minimum
- Attending to the meaning of experience:
 - *From personal unconscious*
 - *From collective unconscious*
 - *Through synchronicity*



OTHER THAN LOVE—

Does context Matter?



“ATTACHMENT”

ADDICTIONS

ABUSE/EXPLOITATION

CO-DEPENDENCY

NARCISSISM

SYMBIOTIC
RELINSHIPS

POLYAMORY?

PEDOPHILLIA

CYBER SEXUALITY

CONVERSION
EXPERIENCE

FANATICISM

FETISH

IDOLATRY

EGO DYSTONIC
SEXUALITY

DOMESTIC VIOLENCE

EARTHLY DOMINION

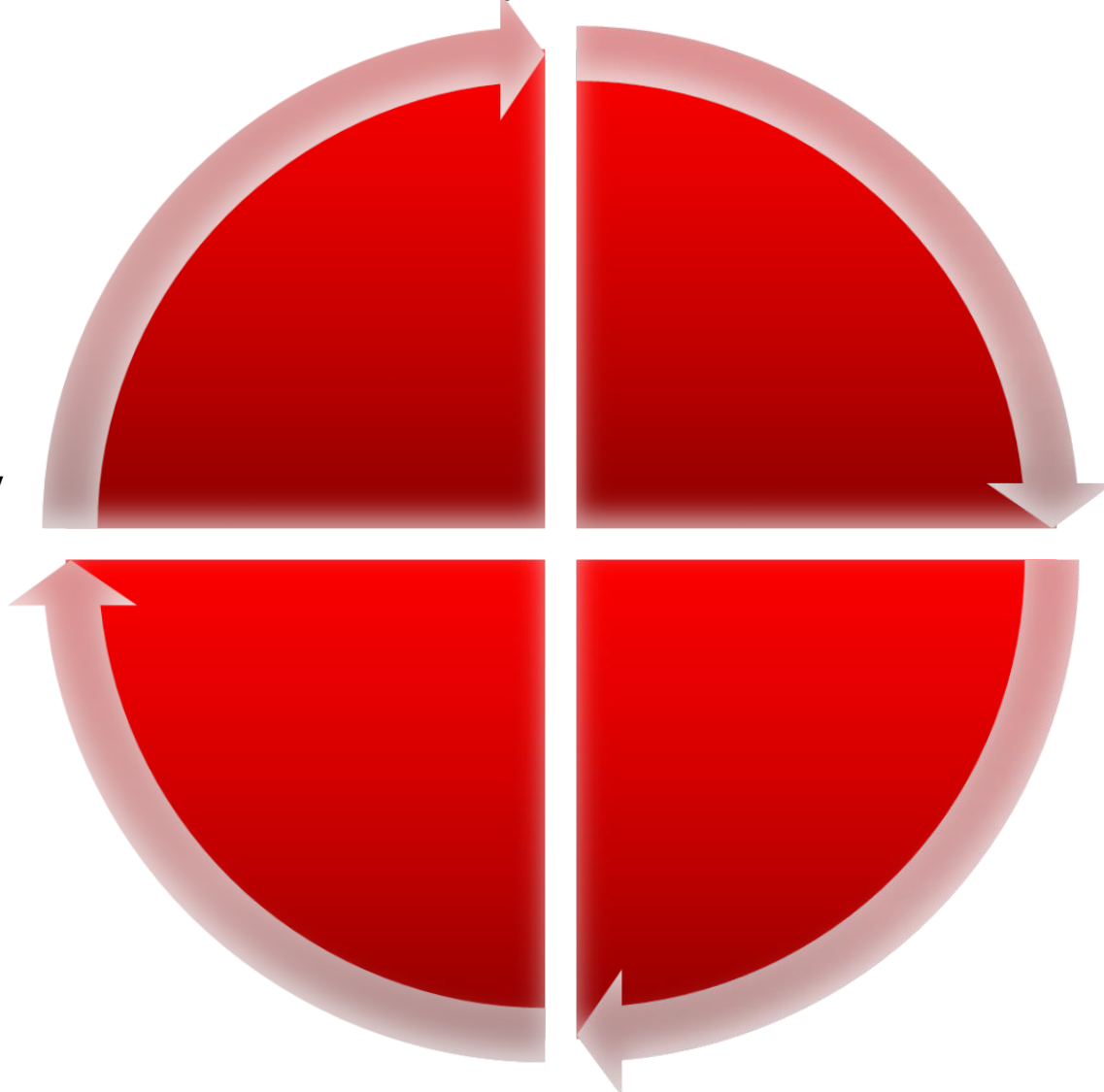


RULER/SOVEREIGN

DEFENDER/
WARRIOR

ORPHAN/
INNOCENT

MAGICIAN/SHAMAN



The word "LOVE" is written in a large, bold, red, serif font. The letter 'O' is replaced by a solid red heart shape. The letters are slightly shadowed, giving them a three-dimensional appearance as if they are floating or attached to a surface.

Shadow and Leadership

Consciousness expands when shadow is balanced with other aspect of personality

Collapse of the individual comes when shadow is not developed through self-awareness and remains unconscious—potential for 'evil'

Societal level repression of shadow without adequate outlets may cause conflict and war

Most often, rejection of shadow flattens personality—becomes overwhelming in crisis