

**ASTD Cascadia 2005
Portland, OR**

**Personal Leadership:
Making a World of Difference**

www.plseminars.com

Personal Leadership

Introductions

Session Objectives

1. **Become familiar with the principles and practices of Personal Leadership.**
2. **Understand their theoretical foundations in intercultural communication, organizational leadership, and whole-person self-development.**
3. **Begin working with the methodology in a direct way.**
4. **Consider the benefits and limitations of using Personal Leadership in various training contexts and development programs.**

Session Agenda

Introductions:

facilitators, participants, session

Personal Leadership:

definition and overview

principles and practices

intercultural competence

Closure:

final comments, next steps

Personal Leadership

Definition and Overview

What is Personal Leadership?

A framework of two principles and six practices designed to help those of us who live and work across cultures, whether internationally or domestically...

- take leadership of our 'cultural self,' so we can better interact with the 'cultural other'
- recognize our default cultural programming, and disentangle from it, so we can discern our right action
- 'walk our talk' as interculturalists; 'practice what we preach'
- engage difference as a creative resource

Personal Leadership's History

- Developed by Ramsey, Schaetti, and Watanabe
- Core curriculum in professional development and graduate academic programs, 1998 - ongoing
- Consulting and coaching services, 1999 - ongoing
- M.A. and Ph.D. research, 1999 - ongoing
- Articles published 1999 and 2000; book underway
- International conference sessions, 2000 - ongoing
- Training-of-Facilitators, 2004 - ongoing

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Theoretical Foundations

- **Intercultural Communication**: Barnlund; Bennett and Castiglioni; Hall; Hampden-Turner; Quappe and Kraemer; Ting-Toomey; Yoshikawa
- **Leadership**: Burns; Cooperrider and Associates; Covey; Fritz; Goleman; Jaworsky; Palus and Horth; Senge; Wright
- **Education**: P. Palmer
- **Whole Person Self-Development**: Chödrön; Gendlin; Kabat-Zinn; W. Palmer
- **Sciences**: Bohm; Maturana and Varela
- **Psychology**: Frederickson

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Personal Leadership

...learning from the *living laboratory* of
our intercultural experience

The Choice Point of Personal Leadership

In the midst of an intercultural
interaction, navigating differences of
person, place, or project?

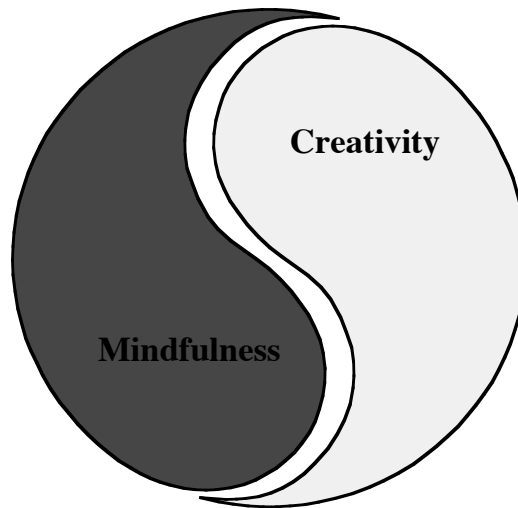
Do what you've
always done?
Operate on
automatic pilot,
based on your
default cultural
programming.

Practice Personal
Leadership?
Respond mindfully
and creatively to
the unique
situation.

Personal Leadership

Principles and Practices

Principles of Personal Leadership



Principles of Personal Leadership

The two principles are inter-related and mutually sustaining.

Mindfulness invites us to "wake-up" to our habitual behaviors, to bring self-awareness forward as both instrument and teacher, and to look at each situation with fresh eyes.

Creativity invites us to bring forth something new. Instead of acting or speaking from habit, we discern the action or words appropriate to each situation we're in. Creativity also invites us to pay attention to what feels personally generative and life-enhancing, what brings forth joy and builds upon our unique capabilities.

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Practices of Personal Leadership

Aligning with
Vision

Attending to
Judgment

Engaging
Ambiguity



Attending
to the
Feeling Body

Cultivating
Stillness

Attending
to Emotion

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Practices of Personal Leadership

Aligning with Vision

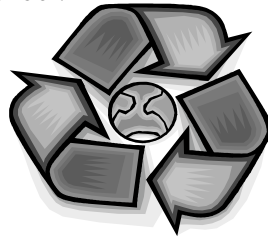
Craft your guiding vision. Commit to being an expression of your highest and best as an interculturalist. Make choices that support you living in alignment with that vision.

Engaging Ambiguity

Embrace the liminality that the intercultural presents. Open yourself to inspiration. Tap your infinite creativity for constructing appropriate responses. Cultivate Not Knowing.

Cultivating Stillness

Quiet your mind. Disentangle internal experience from external circumstance. Attend to what resonates as truth from deep within. Meditate through movement or sitting, and breathe.



Attending to Judgment

Judgments prevent us from mindfully witnessing and creatively engaging what is going on now. Watch your thoughts; examine your judgments. Connect with and commit to the present moment.

Attending to the Feeling Body

Culture is an embodied experience. Distinguish the knot in your shoulder, twist in your gut, expansion in your heart. Receive your body's guidance.

Attending to Emotion

Realize that emotion paradoxically both blocks and offers an opportunity to learn about the inter-cultural encounter. Rather than engage or suppress, self-observe.

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PL's Process Model

4. Discern Right Action

Be creative. What, if anything, do you need to do or say. To whom, when, how?

3. Invite Reflection

What's going on? Engage the "Critical Moment Dialogue" and use the six practices of Personal Leadership to find your own new understanding.



1. Recognize "Something's Up"

Be mindful. Catch and attend to the feeling, the emotion, the judgment—don't just let it slip on past you.

2. Choose a Learning Orientation

Make a choice to explore what this means about you, about your patterns and cultural programming.

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