

Lights On Leadership™ for Leaders and Coaches



An Overview By Lissa Pohl, MA
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*“The Spirit shall look out through matter’s gaze,
and matter shall reveal the Spirit’s face.”*

– Sri Aurobindo

Lights on Leadership™ (LOL), developed by Cathy Hawk of Clarity International, is an energetic and perceptual coaching discipline. It assists individuals and groups in experiencing profound shifts in their personal and social awareness, gain access to their own potential, and tap into the collective consciousness implicit in human interaction. It hones the skills of intention, attention and “presencing” (Scharmer, 2006). LOL teaches people how to create environments where judgment, criticism, and projection are diminished or absent and where potential is nurtured and explored. It is an excellent technique for balancing intellectual intelligence (IQ), emotional Intelligence (EQ), physical intelligence (PQ), and spiritual intelligence (SQ).

Clues to purpose and passion reside in our body, or “through matter’s gaze”. These clues are revealed through the systematic use of inquiry and feedback, including before and after video footage of the face (see page 3). This reflective imaging process along with Transformative Feedback leverages our innate perceptual abilities to be able to see increased vitality and physical changes in a person’s face and system when they start aligning to their purpose and passion. Participants often experience looking and feeling younger, increased energy, clarity of Vision, increased tolerance and empathy for others, and being comfortable with ambiguity/paradox. When these skills are developed and practiced, LOL becomes an interactive (relational) meditation. This present time awareness, referenced by all the great spiritual traditions but not affiliated to any particular one, is what leaders need to increase human engagement and to create ‘islands of sanity in an insane world’ (Wheatley, 2017).



How LOL Works

A coaching interview lasts about 90 minutes to 2 hours and includes an analysis of the before and after digital video images of a person's face - noticing balance and imbalance between the sides of the face. Other than a brief overview of the generally understood functions of the right and left hemispheres of the brain, there is no attempt to 'reason why' the face shows up like it does. A field of curiosity and 'not knowing' is encouraged with feedback being as simple as "your left eyelid raised just then", or "your eyes became wide and bright when you talked about that".

Cellular learning and transformation occur more readily in environments that are low or devoid of judgment and criticism. In this case, feedback is focused on whether the system remains the same or shifts and changes in conjunction with whatever thought or language pattern, or action-logic (Torbert, 2004), is showing up at that present moment. This is done by metatasking - listening beyond the words and noticing what the whole system is doing.

What Participants Take Away

INCREASED EQ

Self-awareness, social awareness and emotional responsibility (Goleman, Boyatzis, McKee, 2002).

INCREASED PERCEPTION

The ability to conduct a quick and accurate perceptual scan, identifying levels of passion and energy. A new way of "seeing" past the words and the stories to restore integrity and balance to the system.

EFFECTIVE ACTION STEPS

Actions based on the distinction of what is working and what is not working; actions that are driven by passion and vitality (lights) and the innate physical intelligence the body has to offer.

SOMATIC QUESTIONING

A powerful inquiry tool that engages curiosity and generates a "field of listening" and authentic dialogue.

CELLULAR LEARNING

A new way of learning "from the inside out", producing profound physical change - going from thinking to knowing.

SHADOW STRATEGIES

Understanding and developing strategies that assist you in transcending the shadow behaviors that keep you from living your full potential.



As A Leadership Methodology

LOL's rapid and focused way of cultivating human system integrity and alignment has many applications for leadership development. The technique is easily learned, as we are only making conscious and leveraging what naturally happens in our system when engaging others. LOL is integrative, compassionate, and fun. It has the potential to create high performance work environments based on clarity of Vision, purpose, and right action. This embodied coaching method lets us experience how to give and be SHUVA'd - Seen, Heard, Understood, Valued, and Appreciated (Beach, 2020).

MRI research on positive coaching, by organizational behavior and emotional intelligence expert Richard Boyatzis (2010), supports the transformations that are observed in those who experience LOL coaching. LOL also aligns with Otto Scharmer's Theory U and supports the process of "presencing the emerging future" (2006) by following balance and vitality in group systems.

"Learn to see again with the eyes undimmed by precedent."

– DuPree, 1992



Photos taken two hours apart



Photos taken a week apart



Photos taken two hours apart

By heightening our awareness to what is actually happening in any social interaction, we have an opportunity to truly know ourselves and the higher levels of consciousness.



By noticing and capturing physical shifts (balance from right to left, clarity of vision, pressure releasing,) and feeding it back to a coaching participant, leaders can systematically move people towards working in the emerging future of their own potential. Lights On Leadership™ facilitates this process quickly and easily.

References

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